

# Christian Aid Ireland

Northern Ireland · Charity number 101631

## Details

Known as	Christian Aid
Status	Received
Registered	2015-02-10
Register	<a href="#">View on the Charity Commission for Northern Ireland register</a>

## Contact

**Address**  
Christian Aid Ireland  
96 Beechill Road  
Belfast  
BT8 7qn  
BT8 7QN

**Phone** 028 9064 8133

**Email** [belfast@christian-aid.org](mailto:belfast@christian-aid.org)

**Website** [www.christianaid.ie](http://www.christianaid.ie)

## Activities

**Purposes:** The furtherance of charitable purposes which relieve and combat poverty, malnutrition, hunger, disease, sickness or distress throughout the world. The furtherance of charitable purposes which advance or assist such other charitable work as may be carried on by or with the support of the sponsoring churches.

**What the charity does:** The prevention or relief of poverty

**How the charity works:** Advice/advocacy/information,Economic development,Education/training,Environment/sustainable development/conservation,Gender,Grant making,Human rights/equality,Medical/health/sickness,Overseas aid/famine relief,Relief of poverty,Research/evaluation,Rural development

**Who the charity helps:** Ethnic minorities,General public,Overseas/developing countries,Specific areas of deprivation,Women

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,970,000	£1,904,000	£-87,000	20

## Trustees

Name	Role	Appointed
Colin Darling		
Dr Liz Hughes		
Jane Adrain		
Karen Campbell		
Mr Geoffrey Corry		
Mr Livingstone Thompson		
Mr Paul Norman William Maxwell		
Mr William Samuel Marrs		
Ms Maeve Marnell		
Ms Pauline Conway		
Roy Alexander Kingston		

**Christian Aid Ireland**

Northern Ireland - Charity number 101631

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# Accounts

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Christian Aid Ireland – Northern Ireland  
(a company limited by guarantee, not having a share capital)  
Financial Statements for the year ended 31 March 2025

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## Administrative Details

The following were members of the Board of Directors of the organisation for the year to 31 March 2025:

### Board of Directors

Rev Dr Liz Hughes (Chair)  
Ms Maeve Marnell (Appointed as Vice-chair Nov 24)  
Dr Steve Aiken (Resigned Jan 25)  
Dr Nicola Brady (Stepped down as Vice-chair Nov 24)  
Ms Pauline Conway  
Mr Geoffrey Corry  
Rev Colin Darling  
Mr Hal Hosford (Resigned Nov 24)  
Rev Uel Marrs  
Rev Paul Maxwell  
Very Rev Dr Ivan Patterson (Resigned Dec 24)  
Rev Dr Livingstone Thompson

### Company Secretary

Mr Hal Hosford (Resigned Nov 24)  
Mr Scott Smith (Appointed Nov 24)

### Income, Finance, Risk and Audit Committee

Ms Maeve Marnell (Chair)  
Mr Hal Hosford (Resigned Nov 24)  
Rev Dr Liz Hughes  
Rev Dr Livingstone Thompson  
Dr Steve Aiken (Resigned Jan 25)  
Ms Susan Webb  
Mr Robert Dowey (External)  
Mrs Hazel Baird (External)

### Nominations and Board Governance Committee

Dr Nicola Brady (Chair)  
Rev Dr Liz Hughes  
Rev Uel Marrs  
Ms Gillian Kingston (External)

### International Programme Advisory Committee

Ms Pauline Conway (Chair)  
Mr Geoffrey Corry  
Ed O'Donovan (External)  
Rosario Kunda (External)  
Bob Hanna (External)

### Fundraising and Communications Committee

Dr Steve Aiken (Chair) (Resigned Jan 25)  
Dr Nicola Brady  
Colin Skehan (External)  
Jane Adrain (External)  
Megan Ross (External)

### Chief Executive Officer

Mrs Rosamond Bennett

### Leadership Team

Mr Paul Quinn  
*Head of Peacebuilding & Conflict Prevention*

Mr Scott Smith  
*Head of Finance & Governance*

Mrs Ruth Cooke  
*Head of Fundraising & Supporter Engagement*

Mr Conor O'Neill  
*Head of Policy & Advocacy*

Ms Clara Loughney (Resigned Jul 24)  
*Head of Programme Development*

Mr Gordon Shannon  
*Head of Programme Funding*

Mr Paul Donohoe  
*Head of Media & Communications*

### Registered Office Belfast

Linden House  
Beechill Business Park  
96 Beechill Road  
Belfast BT8 7QN

### Principal Bankers Belfast

Danske Bank  
Benmore House  
353 Lisburn Road  
Belfast BT9 7EP

### Auditors

Crowe Ireland  
Chartered Accountants & Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

### Solicitors Belfast

Carson & McDowell  
Murray House  
Murray Street  
Belfast BT1 6DN

### Company/ Charity Numbers NI

Company no: NI059154 (NI)  
Charity Registration no: XR94639 (NI)  
Charity Commission for NI no: NIC101631(NI)

## Directors'/Trustees' Strategic Report

The Directors have pleasure in submitting their Annual Report and audited Financial Statements of the company for the year ended 31 March 2025.

### Structure, Management and Governance

#### Legal Status

Christian Aid Ireland, a Public Benefit Entity, is the development agency of the Church of Ireland, the Presbyterian Church in Ireland, the Methodist Church in Ireland, the Non-Subscribing Presbyterian Church of Ireland, the Moravian Church, the Salvation Army, the Religious Society of Friends (Quakers) and the Irish Council of Churches.

Christian Aid Ireland operates on an all-Ireland basis however two companies have been registered under the name Christian Aid Ireland.

- In **Northern Ireland**, Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number NI059154). In Northern Ireland, the company is registered with the Charity Commission of Northern Ireland (Charity Number XR94639). The financial statements are prepared in Sterling and are fully audited.
- In the **Republic of Ireland** Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number 426928). In the Republic of Ireland, the company is registered with the Charities Regulatory Authority (Charity Number CHY6998). The financial statements are prepared in Euro and fully audited.

The two companies comply with all the legal and fiscal requirements of their own jurisdictions but operate together and produce a non-statutory report and combined accounts for the whole of Ireland to reflect this position. Both organisations are governed by their Memorandum and Articles of Association and provide for member-based organisations limited by guarantee.

#### Related Organisations

Christian Aid Ireland is part of the wider Christian Aid family and is a related party of Christian Aid (a company registered in the UK, company no. 517525, charity no. 1105851). Christian Aid Ireland shares the International Department of Christian Aid and receives some services, including Human Resources, Information Technology and Supporter Relations support.

#### Board Members and Structure

Christian Aid Ireland as discussed above operates on an all-Ireland basis under two limited companies registered under the name Christian Aid Ireland. The Trustees are also full Directors of Christian Aid Ireland for Company Law purposes.

Directors are drawn from diverse backgrounds in business, professional life and member churches. This ensures a broad range of experience and skills are brought to Board deliberations. Two categories of Directors exist: at least eight (max. 10) representatives of the member churches and up to 7 other representatives appointed by the Board of Christian Aid Ireland. There are 4 Board members in common between the Northern Ireland and Republic of Ireland companies and 7 Directors who sit only on one of the two company Boards.

New Directors are nominated by the Nominations and Board Governance Committee and appointed by the members at the Annual General Meeting. New Directors participate in an induction programme where they are introduced to the work of Christian Aid Ireland and meet individually with the executive leadership team to gain an overview of the organisation's structure and governance arrangements to enable them to fulfil their roles. Further training for appointees and all Board members is given as

and when required, or if specifically requested. Board and staff members adhere to a Code of Conduct and a Declaration of Interests is completed annually.

One quarter of the Directors retire each year by rotation.

The Board's principal responsibilities include: determining the overall strategy, policies, direction and goals of Christian Aid Ireland; protecting and promoting the identity and values of the charity; and fulfilling their statutory responsibilities. The Board delegates the day to day operation of the organisation to the CEO and the Leadership Team.

There are clear distinctions between the role of the Board and the executive leadership team. The executive leadership team is responsible for preparing policy, strategic planning budgets, financial reports and risk registers which are approved by the Board. The executive leadership team then implements the policy, plans and budgets and these are continually monitored by the Board.

No directors receive remuneration for their services to Christian Aid Ireland but are reimbursed for any incidental expenses claimed.

During the past financial year, the Board met five times, giving the members the opportunity to develop greater understanding of the organisation's objectives and performance. Board members were offered refresher training similar to that given at induction.

There are currently four committees of the Board:

- Income, Finance, Risk and Audit Committee
- Nominations and Board Governance Committee
- International Programme Advisory Committee
- Fundraising and Communications Committee

*Income, Finance, Risk and Audit Committee (IFRA)*

The IFRA meets at least quarterly and is made up of between 3 and 8 members. Up to four members can be appointed by the Board (at least one being drawn from each of the NI and ROI Boards). The Chair is nominated by the Nominations and Board Governance Committee. The Committee has the authority to obtain specialist external advice when required or if necessary to invite someone with specialist skills onto IFRA for a specified period. The quorum is three members of the Income, Finance, Risk and Audit Committee, two of whom must be Directors. Christian Aid Ireland has two external members of IFRA who are not members of the Board (Mr Robert Dowey & Mrs Hazel Baird).

The IFRA operates under terms of reference and assists the Board in their responsibility in:

- ensuring that the organisation's accountability framework is fit for purpose
- examining and reviewing all systems and methods of financial control
- ensuring that adequate processes exist for the identification, analysis and management of risk
- reviewing the recommendations contained within both internal and external audits and ensuring an appropriate implementation process is in place
- ensuring the charity is complying with relevant laws, financial regulations, appropriate voluntary codes and recognised good practice.

The IFRA reviews the principles governing the pay and benefits of all employees and recommends to the Board for approval any increase in remuneration of employees including key management personnel and the Chief Executive.

The IFRA reports to the Board at each Board meeting and the minutes of their meetings are shared with the Board. The IFRA reviews the annual financial statements and detailed budget for the year, ensuring that it is in line with the strategic priorities of the organisation and recommends both for approval to the Board. Monitoring of performance against budget is done on a regular basis.

The IFRA met four times during the year.

#### *Nominations and Board Governance Committee (N&BG)*

The Nominations and Board Governance Committee is responsible for seeking nominations for the recruitment of new Board members. Its primary concern is to ensure that there is a strong Board in place which continues to have a mix of skills, experience, qualities and knowledge appropriate to Christian Aid Ireland's structures and the needs of its beneficiaries, so that the organisation can respond to the challenges and opportunities it faces. Christian Aid Ireland has one external member of N&BG who is not a member of the Board (Ms Gillian Kingston).

The Nominations and Board Governance Committee adheres to the Terms of Reference agreed by the Board for how the Committee operates. It presents its recommendations to the Board prior to the AGM and the Board issues a slate of names for the members to vote on at the AGM, usually held in October each year.

The Nominations and Board Governance Committee met in full four times during the year.

#### *International Programme Advisory Committee (IPAC)*

The IPAC meets at least three times each year and is made up of between 3 and 5 members. At least two members must be members of the Board. The Chair is nominated by the Nominations and Board Governance Committee. Christian Aid Ireland has three external members of IPAC who are not members of the Board (Ed O'Donovan, Rosario Kunda & Bob Hanna).

The purpose of IPAC is to advise on the development of Christian Aid Ireland's international programme work and to monitor the impact of this work.

This Committee fulfils an advisory, governance and supporting role:

- *Advisory*: provides advice to the Head of Programmes on policy and strategy decisions affecting the fulfilment of CAI's international programme of work.
- *Governance*: oversees the implementation of CAI's programme work in line with the organisational Strategic Plan and reports on this to the Board.
- Understanding of the field work of CAI and its impact on communities in the global south through beneficiary stories of change.

In fulfilling this purpose the IPAC has the following responsibilities:

- *Monitor major organisational initiatives impacting on international programme work* - will challenge, support and contribute to any major organisational initiatives of relevance to the International Programme (such as reviews of strategy or structure).
- *Review and Approval of Policies and Strategies* - focussing on organisational learning, the IPAC will review and, where appropriate, approve: Programme Policies and Strategies (including Safeguarding).
- *Accountability*
  - periodically review and, where relevant, make recommendations to the Programme Development Unit (PDU) to strengthen CAI's framework for impact measurement and reporting on the changes to people's lives.
  - will review and provide feedback on selected programme evaluations and major strategic evaluations and reviews conducted within CAI.
  - will review the lessons and implications of research conducted by/under the auspices of CAI.
  - will review CAI's programme progress on an annual basis against the Strategic Plan.
  - will review the narrative within the Annual Report.

The International Programme Advisory Committee met in full twice during the year.

#### *Fundraising and Communications Committee (FCC)*

The FCC meets at least three times each year and is made up of between 3 and 5 members. At least two members must be members of the Board. The Chair is nominated by the Nominations and Board Governance Committee. Christian Aid Ireland has three external members of FCC who are not members of the Board (Colin Skehan, Jane Adrain & Megan Ross).

The purpose of FCC is to advise on the development of Christian Aid Ireland's voluntary fundraising and communications work and to monitor the impact of this work.

This Committee fulfils an advisory, governance and supporting role:

- *Advisory*: the Committee provides advice to the Head of Fundraising and Supporter Engagement, and the Head of Communications, on strategic planning.
- *Governance*: the Committee oversees the implementation of CAI's voluntary fundraising and communications strategies in line with the organisational Strategic Plan and reports on this to the Board.
- *Supporting*: the Committee supports the Christian Aid Ireland Board in its implementation and oversight of voluntary fundraising and communications activities and priorities.

In fulfilling this purpose, the FCC has the following responsibilities:

- To consider the framework for oversight of voluntary fundraising and communications, in light of the fundraising and communications strategies, including policy-setting, assurance, regulatory compliance and training.
- To provide advice to the Board on voluntary fundraising performance and communications impact.
- To keep under consideration the links between institutional fundraising and voluntary fundraising within Christian Aid Ireland

The Fundraising and Communications Committee met in full once during the year.

Board and Committee attendance

Board Attendance during the year was as follows:

Name	Board	IFRA	N&BG	IPAC	FCC
Rev Dr Liz Hughes	5/5	3/4	4/4		
Dr Steve Aiken (Resigned Jan 25)	0/3	1/2			1/1
Dr Nicola Brady	4/5		4/4		0/1
Ms Pauline Conway	5/5			2/2	
Mr Geoffrey Corry	2/5			2/2	
Rev Colin Darling	4/5				
Mr Hal Hosford (Resigned Nov 24)	2/2	2/2			
Ms Maeve Marnell	5/5	3/4			
Rev Uel Marrs	4/5		3/4		
Rev Paul Maxwell	4/5				
Very Rev Dr Ivan Patterson (Resigned Dec 24)	2/3				
Rev Dr Livingstone Thompson	5/5	3/4			

## Profile of Board Members

Rev Dr Liz Hughes (Chair)	Rev Dr Liz Hughes is a retired Presbyterian Minister and former chair of the Council for Global Mission. She worked as a missionary overseas for several years before returning to Northern Ireland, where she eventually worked as Minister of Whitehouse Presbyterian Church.
Dr Nicola Brady	Dr Nicola Brady is General Secretary of Churches Together in Britain and Ireland.
Ms Pauline Conway	Ms Pauline Conway is a former Irish diplomat, who served in the Department of Foreign Affairs and Trade from 1979 - 2009. Pauline is actively interested in climate change issues. She is a parishioner of Guardian Angels Church, Newtownpark Avenue, Blackrock, Dublin.
Mr Geoffrey Corry	Mr Geoffrey Corry is a Dublin Methodist. He started out as Youth Officer and switched careers in 1987 to become a self-employed dialogue facilitator, family mediator and mediation trainer running his own courses for over thirty years. He has direct experience of working in conflict situations in Israel/Palestine, Colombia, Haiti and West Africa.
Rev Colin Darling	Rev Colin Darling is rector of Ballymore and Clare in the Diocese of Armagh. Colin is passionate about helping people on their journey of faith. Wherever they happen to be on that journey.
Ms Maeve Marnell (Vice Chair)	Maeve is a former solicitor and founded the charity Food For Thought Africa gaining experience working in Kenya, Rwanda and South Sudan. She chaired the board of the Northern Ireland Council for Integrated Education and currently sits on the board of the Middletown Centre for Autism where she chairs the Finance and Personnel Committee. She is also an Independent Assessor for the Commissioner for Public Appointments.
Rev Uel Marrs	Rev Uel Marrs is Secretary of Council for Global Mission of Presbyterian Church in Ireland.
Rev Paul Maxwell	After serving as a Lay Pastoral Assistant on the Cork South and Kerry Circuit of the Methodist Church in Ireland, Paul candidated for the Methodist ministry and was Ordained in 2011. Paul's ministry has taken him to Cavan, Longford, Carlow, and Kilkenny and he is currently stationed in Dundonald on the Belfast Circuit. He is also the Convenor of the Methodist Church in Ireland's World Development and Relief Committee and a member of the Irish Methodist World Mission Partnership Committee, Irish Methodist Safeguarding Board and the European Commission on Mission, a

committee on World Development and Mission for the European Methodist Church.

Rev Dr Livingstone  
Thompson

Rev Dr Livingstone Thompson is a religion specialist and theologian. He brings a wealth of knowledge in a number of fields and experience and skills in Diversity and Inclusion training and in the management of non-governmental organisations.

## Strategy

During 2022, the Board of Christian Aid Ireland approved a new five year (2022-2026) organisational strategy titled "Stronger Together".

### Mission

Everyone is equal in the sight of God, yet we live in a world where the scandal of poverty, inequality and injustice persists. We act as a global movement of people to respond in practical ways to alleviate suffering; to expose and eradicate misuses of power; and to provide humanitarian support in crises and emergencies. We are a faith-based organisation, anchored in many church congregations and a wide network of trusted partnerships with organisations across the world who hold the same values. We bear witness, amplifying the voice of the marginalised and using our global presence to create a movement of people who passionately champion dignity, equality and justice for all.

### Vision

A world where:

- Everyone lives in dignity, free from poverty, injustice, inequality and violence.
- Global resources are shared fairly and used sustainably.
- The voices of those living in poverty and crisis are amplified so their stories are heard and their struggles championed.

### Values

Love, Dignity, Justice, Equality, and Integrity

### Identity

We are here to help end poverty, injustice, inequality and violence in some of the poorest countries across the world.

We are an international development agency founded by the Protestant churches of Britain and Ireland. Christian Aid Ireland is a separate independent entity within the wider Christian Aid family, sharing the same vision and values. Our work is based on our Christian belief that everyone is created in the image of God and deserves to live a full life.

We tackle both the symptoms and root causes of poverty and injustice, challenging the systems and structures that keep people poor, powerless, marginalised and vulnerable.

We support people of all faiths and none by working with local partners in around 30 countries in Africa, Asia, the Middle East, Latin America and Eastern Europe. Over two thirds of the countries we work in are affected by conflict.

We are a global movement of people, churches and partner organisations who passionately champion dignity, equality and justice worldwide. We are the change makers, the peacemakers, the mighty of heart.

We are a member of ACT Alliance (Action by Churches Together), the worldwide ecumenical network for emergency relief. We are also a member of the IEA (Irish Emergencies Alliance).

Where we work:

Christian Aid works globally in 27 countries in partnership with faith-based and secular partner organisations.

Christian Aid Ireland has a special focus on 23 core countries, where we concentrate our efforts and resources to best effect.

Our focus countries are:

- Africa: Burkina Faso, Burundi, Democratic Republic of Congo (DRC), Ethiopia, Kenya, Malawi, Sierra Leone, South Sudan, Zimbabwe and Nigeria.
- Asia, Middle East: Afghanistan, Bangladesh, Syria, Lebanon, Israel and the Occupied Palestinian Territory (IoPt), Myanmar.
- Latin America and the Caribbean: Colombia, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras
- Europe: Ukraine

## How we work

### *Working through partnership:*

People living in poverty are the real experts on their situation. They should have the power to shape their future and fulfil their human rights. That is why we work with local organisations or partners that have a unique insight into the problems faced by their communities. Together we develop projects tailored to meet the needs of communities, which differ across locations and contexts.

We work to ensure that people living in poverty, especially women and excluded groups, can participate in decision-making, holding those in power to account. Working through partner organisations also means that we can provide support as soon as emergencies happen and ensure that a locally-led response is sustained both during and after a crisis.

### How we engage and communicate with stakeholders

Christian Aid Ireland communicates regularly with our supporters about how their generous donations are put to use to tackle poverty and injustice. Our website, christianaid.ie, alongside our main social media channels, Facebook, Twitter and Instagram, are the primary ways in which we share regular updates. We produce two 16-page magazines a year in May and October, with feature articles about our overseas work. Church and community initiatives across the Republic of Ireland and Northern Ireland include regular outreach and information events to facilitate face-to-face engagement and exchange with our valued supporters.

### How we engage with staff: remuneration policy

HR is provided under a shared service agreement from the London office and to date our remuneration policy follows their written policy.

Salaries are set within a policy that reflects the values and ethos of the organisation, benchmarking against other comparable charities and church organisations at a level that is just below or at the median of these comparators.

The basic principle for determining salaries is that employees carrying out the same or similar jobs in the same location are paid the same or similar salary. Salaries differ where jobs are of a different size, complexity, responsibility and accountability.

Tackling global poverty and social injustice is highly complex and we value the contribution that each individual employee makes to our organisation's success. Our approach to reward is guided by the following principles which are applied equally to all our staff wherever they are located and whatever their position:

- We will provide a total reward package which recognises contribution to the achievement of our aims.
- Our reward offering will be competitive in the marketplace from which we draw the people we need.
- The reward decisions we make will be consistent and based on objective assessment of our organisational needs.
- Wherever we can we will offer flexibility and choice so that individuals can achieve what is most relevant and has most value to them.
- We will make arrangements which comply fully with relevant legislation wherever we are operating.

Christian Aid Ireland monitors any changes to policy or uplifts applied by Christian Aid and decides whether the changes are applicable, relevant and appropriate to each of the jurisdictions in which we

operate (namely Northern Ireland and Republic of Ireland). Pay uplifts are discussed and reviewed by the Income, Finance, Risk and Audit committee (IFRA) and approved by the Board.

Commitment to best practice in Corporate Governance

Christian Aid Ireland is committed to the standards contained within the Irish Development NGOs Code of Corporate Governance as developed by Dóchas. The aim of the code is to determine and formulate standards of best practice in corporate governance applicable to the Development NGO sector with a view to strengthening the impact and quality of Development NGO work and enhancing stakeholder confidence in the sector.

Christian Aid Ireland believes that it is compliant with the Charities Governance Code as required by the Charities Regulator. Reporting on compliance was required by January 2021. This code has replaced the Dóchas code referred to above.

Objectives

Christian Aid Ireland believes in tackling the root causes of poverty, not just the symptoms. We believe the world can and must be changed so that there is equality, dignity and freedom for all. We are driven to make this change happen and to inspire others to help make it happen.

Poverty, power, prophetic voice and partnership are the four core pillars of our understanding of how to address and eradicate poverty.

**Our organisational strategy to help us achieve these four pillars is based around these 4 statements of strategic intent:**

**Building a movement across Ireland:**

Amplifying the voices of those living in poverty and crisis in the countries we work in, we will mobilise individuals, churches, coalitions and other organisations to work with us for the world we want to see.

**Building peaceful just and inclusive societies:**

We will work in solidarity with our partners to address the root causes and symptoms of poverty and meet the needs of marginalised people and communities in crises and conflict. We will bring together our life-saving humanitarian work, longer term development programmes and peacebuilding efforts to better support people living in crisis situations.

**Demanding gender equality and supporting people who face discrimination:**

We will work in solidarity with our partners to challenge injustice so that everyone, especially women and girls and those discriminated against because of their identity, can live a full life.

**Tackling the root causes of injustice:**

We will identify, challenge and change the systems and structures that keep people in poverty, tackling imbalances in power and ensuring the world's resources are shared fairly and sustainably.

Our corporate priorities are:

**Corporate Priority 1. Increase institutional income:** We seek to grow and diversify our income sources and manage our costs effectively. We also commit to influencing donors to provide flexible funding to locally-led humanitarian, development and peacebuilding initiatives.

**Corporate Priority 2. Increase non institutional income:** We have seen a decline in unrestricted income over the last few years in particular areas such as Christian Aid Week house to house collections. We commit to growing our income and inspiring donors to give generously, from

individual supporters to trusts, churches and institutions to ensure our vision of the world we want to see is funded both now and in the future.

**Corporate Priority 3. Organisational operational excellence:** we commit to Christian Aid Ireland being a positive place to work for and with. This includes: Being a diverse, welcoming, inclusive and safe space to work regardless of race, ethnicity, faith, disability, social background or sexual orientation; Ensuring our values of love, dignity, justice, equality and integrity are lived out through all aspects of our work; Being accountable to our donors, supporters and the communities we work with by managing our resources, delivering our work effectively and efficiently and minimising our footprint on this fragile earth; Committing to our own learning and development; Monitoring our work.

**Corporate Priority 4. Deliver impact in our programmes:** In line with our organisational strategy we will:

Deliver quality programmes focused on; building peaceful, just and inclusive societies by providing life-saving emergency support, meaningfully involving women, youth and marginalised people in peacebuilding & conflict prevention processes and supporting people to demand their basic rights and promoting human rights; demanding gender equality and supporting people who face discrimination by partnering with feminist and minority-led organisations to bring about gender equality, promoting and protecting the efforts of our partners, human rights defenders and activists to bring an end to discrimination, strengthen the protection of vulnerable groups, using our expertise to support and strengthen partners to reduce and respond to violence against women, girls and other at-risk groups and striving to 'Leave No One Behind'

Deepen our commitment to working in partnership by: championing the wishes and preferences of the people we work with and shifting power to local communities; deepening our understanding of how our power shapes our partnerships; learning from the expertise of local partner organisations and the first hand experiences of the communities we work with; providing more sustained financial support to our local partner organisations.

**Corporate Priority 5. Build a movement across Ireland:** We will do this by; deepening and nurturing our relationships with churches and congregations to expose the issues of injustice and inequality and to understand the depth and complexity of these issues and how we can respond as Christians; encouraging individuals, churches, schools and groups to speak up for justice and influence change; galvanising volunteers to give their time and talents to grow support and invite people to pray with us; moving people to pray and act in solidarity with those living in poverty connecting us as global neighbours; deepening public awareness and understanding of our unequal world by faithfully telling the stories of those living in poverty and crisis and helping supporters explore how they can act as global citizens to build a better world.

**Corporate Priority 6. Tackle the root causes of injustice:** We will do this by: Building alliances to shift government policy in Ireland and globally; informing and challenging political leaders to take action, advocating for changes in laws and policies at governmental, EU and UN levels and holding those in power to account; demanding a more just economic system where power and resources are shifted from a small number of extraordinarily wealthy countries to individuals and communities that have been excluded; pushing for fairer global rules in tax, finance and corporate accountability; demanding fairer climate action ensuring wealthy, high-emitting countries step up and deliver their fair share of the global effort needed; producing timely, thorough and impactful research and analysis working with local partner organisations to highlight injustice, isolate its causes and raise awareness of the action needed to end it.

#### Corporate Priority 1: Increase institutional income

As we seek to grow and diversify our income sources, we have made a number of funding submissions over the course of the year. The submissions have either been directly from CAI or as part of a submission from the wider CA family. An overview of the highlights during the year are as follows:

- CAI has successfully secured ECHO Programmatic Partnership status
- CAI was formally incorporated in the VOICE EU network of European Humanitarian INGOs
- Within the One CA family, CAI is continuing to lead globally on all ECHO funding and EU funding opportunities and donor engagement
- CAI Programme funding team has joined the European Peacebuilding Liaison Office (EPLO) funding working group
- CAI secured a new ECHO **Myanmar** FLER grant of €900,000 plus a contingency top up giving a total of €1,000,000 secured in 2024/25
- CAI secured its first ECHO grant for **South Sudan** in coordination with ACT Alliance partner Dan Church Aid (lead partner). The CAI grant is for €580,000 for a 10-month emergency response project.
- Successful bids for EC **Colombia** for peacebuilding, EC Sierra Leone €900k for CSO strengthening and ECHO **Myanmar** Reserve Fund €428k
- ECHO **Myanmar** Front Line Emergency Responder – an additional Reserve Fund additional grant request of €310,000 was approved
- Further ECHO proposals were submitted for **Myanmar, Syria, Nigeria and South Sudan**

#### Corporate Priority 2: Increase non institutional income

We recognise that a large percentage of our public income is generated by and through churches and individuals who are part of a worshipping community. An analysis of our total income in the past ten years showed relative stability but also the need to put in place a growth strategy, prioritising the channels of regular giving, legacies and major gifts, while continuing to work closely with our core church partnerships and events programmes particularly in the areas of regular giving and legacy gifts.

Christian Aid Ireland's public fundraising comes from a mix of audiences including churches, trusts, individual direct mail donations, regular gifts, legacies, a shop and some major donor relationships. We value our major annual public fundraising event, Christian Aid Week but also recognise the challenges faced by those who lead the house to house collection in Northern Ireland. We have finalised our case for support. We continue to explore and expand digital fundraising opportunities.

There is a dedicated Fundraising and Communications Committee to advise on the work of voluntary fundraising and communications.

We held our two day Great Fundraising Masterclass and were challenged on how to create the right culture for effective fundraising. There are some reflections and next steps to be undertaken.

We have made c2500 new contacts over the course of the year and continue to progress with our digital fundraising.

We are grateful for the generous support of our small portfolio of trusts and foundations in Ireland who have enabled us to support a variety of programmes.

We have been incredibly encouraged by the generosity of our denominational partners in recent times. The Presbyterian World Development Appeal has been supporting projects in Sierra Leone, South Sudan and Haiti and additional funding was provided for the ongoing humanitarian appeal for Ukraine. The Church of Ireland Bishops Appeal and the Methodist World Development and Relief Committee have continued to support our work.

### Corporate Priority 3: Organisational operational excellence

We want to ensure that our staff have the right skills and abilities to deliver our priorities and that those staff can develop and flourish. We also want to ensure that our staff, partners, and volunteers are treated fairly, respectfully and with dignity.

Some Christian Aid Ireland staff continue to work from home and adapt to a different way of working. We continue to provide support where necessary in order to make this change as straight forward as possible.

We continued to ensure that processes and controls were in place within the charity, to ensure we conducted our work in an open, transparent and accountable manner to effectively manage and control the organisation, meeting all governance requirements. The Board met regularly, has diverse members, with good skills and mix of gender, has induction procedures in place and is well attended. Further details are outlined in the *Structure Management and Governance* section above. A number of policies were either reviewed or introduced over the course of the year.

A 3-year programme of head office Internal Audits is in place.

Christian Aid Ireland monitors and complies with legislation, standards and codes which are developed for the sector in Ireland. Christian Aid Ireland subscribes to and is compliant with the following standards:

- The Charities Act 2009
- Dóchas Code of Corporate Governance
- Dóchas Code of Conduct on Images and Messaging
- The Lobbying Act 2015
- The Charities Governance Code

The Board of Christian Aid Ireland have chosen to complete the self-assessment checklist on the Charities Governance code as issued by the Charities Regulator instead of the Dóchas Self-Assessment checklist. The Board believes that we are compliant with this code.

The Board aim to ensure the following six principles of charity governance are applied:

- advancing its charitable purpose
- behaving with integrity
- leading people
- exercising control
- working effectively and
- being accountable and transparent

There were no political contributions in the year ended 31 March 2025, and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). We have made all returns and submissions required by the Act.

We continue to monitor costs and try to ensure value for money in all our procurements. Regular financial monitoring takes place at Income, Finance, Risk and Audit Committee and Board meetings. Annual budget and 3-year projections are prepared to ensure financial infrastructure is in place to guide decision-making.

## Financial Review

The financial statements for Christian Aid Ireland are set out on page 40 to 54.

A detailed commentary on the principal sources of funding and the financial results for the year ended 31 March 2025 is set out below.

### Income

Income	31/03/25	31/03/24
	£'000	£'000
Income	1,970	2,153

During the year, the charity raised £1,970k (2023/24: £2,153k) which reflects the continued commitment of Christian Aid Ireland's very generous supporters and sponsoring churches to meeting the needs of poor communities throughout the world. The principal funding sources are outlined below:

### Donations

This includes Christian Aid week, Regular Gifts, Church Partnerships, General Donations, and Denominational appeals. Gift Aid on donations enabled Christian Aid Ireland to reclaim £263k on donations during the 2024/25 financial year.

Donations	31/03/25	31/03/24
	£'000	£'000
Christian Aid Week	372	367
Regular Gifts	416	397
Church/Denominational	414	350
General Donations	463	358
Emergency Appeals	104	276
Income	1,769	1,748

#### *Christian Aid Week*

We are working with our volunteer organisers and collectors to explore and diversify the annual house to house collection. Changing demographics and an increasingly cashless society requires us to be innovative in our approach to the Christian Aid Week appeal. Building on the integrity and commitment of our collectors, also offering different ways to engage the general public will offer opportunities to support our volunteers and increase public giving.

A wide range of activities take place during Christian Aid Week including our red envelope house to house collections, public street collections, coffee mornings, church collections and the Big Brekkie campaign. The amount raised for Christian Aid Week was £372k, an increase of £5k (1%) on last year.

#### *Regular Gifts*

Regular gifts are payments made by generous and committed individuals on a monthly, quarterly or annual basis by direct debit or standing order. These donations are most important as they provide a source of predictable income and allow us to plan for future work. This raised £416k in the financial year (2023/24: £397k), a increase of £19k (5%). Regular giving remains a key area for future growth in our fundraising strategy.

#### Church Partnerships and Denominational Income

The churches continue to support us generously in our emergency and long-term development work. Income from Church Partnerships/Denominational Income was £414k (2023/24: £350k).

The main Denominational/Church income received during the year came from the Presbyterian Church in Ireland (PCI), Church of Ireland Bishops' Appeal (CIBA), the Methodist Church in Ireland (MCI) and the Religious Society of Friends (Quakers). Church Income also includes funding received from Christmas, Harvest and Easter/Lent appeals, speaking engagements, Church visits and the Black Santa appeal.

#### General Donations

General donations are those donations received from general cash appeals, challenge events, community events, trusts & foundations and unsolicited income. Further details of these are noted in the Fundraising section of the Annual Report. Income from general donations totalled £463k (2023/24: £358k).

#### Emergency Appeals

Emergency Appeals	31/03/25	31/03/24
	£'000	£'000
<b>Humanitarian Appeals:</b>		
Ukraine Crisis Appeal 2024	7	74
East Africa Hunger Crisis Appeal	-	3
Turkey & Syria Earthquake Appeal	2	44
Libya Floods Appeal	-	60
Middle East Crisis Appeal 2023	77	95
Sudan Crisis Appeal - Jan 2025	8	-
Myanmar Earthquake Appeal	10	-
<b>Emergency Appeals</b>	<b>104</b>	<b>276</b>

Emergency Appeals income fluctuates from year to year depending on the scale of disasters across the world. In the 2024/25 financial year, two new humanitarian appeals were launched.

Christian Aid Ireland supporters donated to our appeals during the 2024/25 year raising £104k (2023/24: £276k). This funding comes from the public, church denominations and trusts and foundations.

#### Legacies

Legacies	31/03/25	31/03/24
	£'000	£'000
Legacies	159	363

We continue to receive donations from the legacies of exceptionally generous individuals, who remembered the work of Christian Aid Ireland with the world's poorest people in their wills. These individuals contributed £159k to income during the year (2023/24: £363k). This is another key area we hope to develop as outlined in our fundraising strategy.

## Other

Other Charitable Activities	31/03/25	31/03/24
	£'000	£'000
Other Trading Activities	27	28
Investments Income	15	14
<b>Other Income</b>	<b>42</b>	<b>42</b>

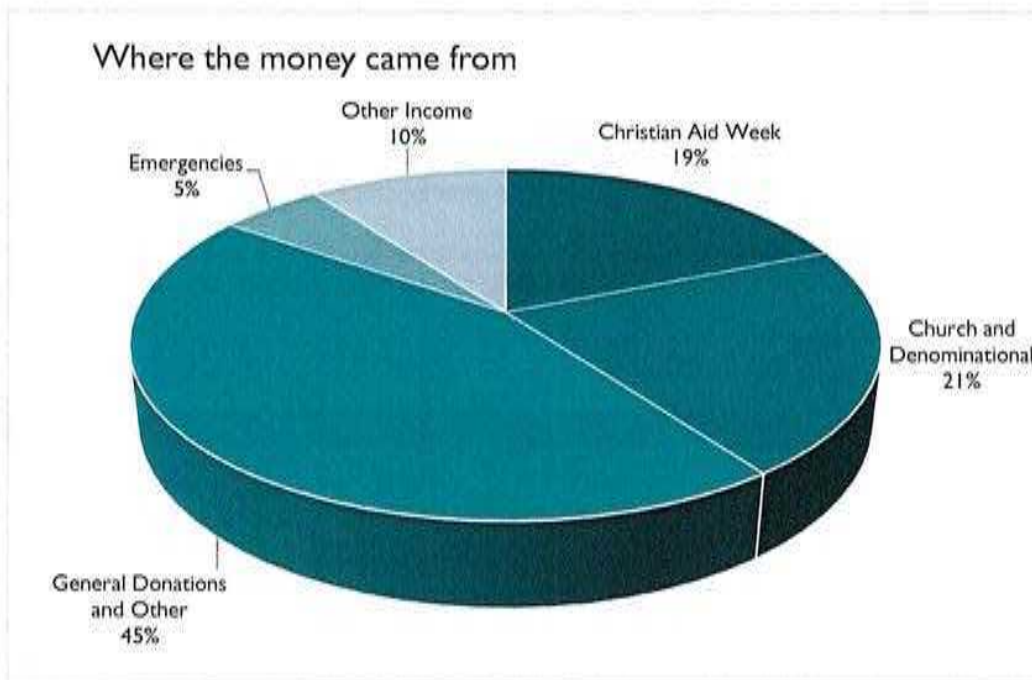
### Other Trading Activities

The trading income refers to the operation of our charity shop in Garvagh, Co. Londonderry. The income received from the shop amounted to £27k (2023/24: £28k).

### Investment Policy and income

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year. The income from short term investments for the year was £15k (2023/24: £14k).

### Where the money came from



## Expenditure

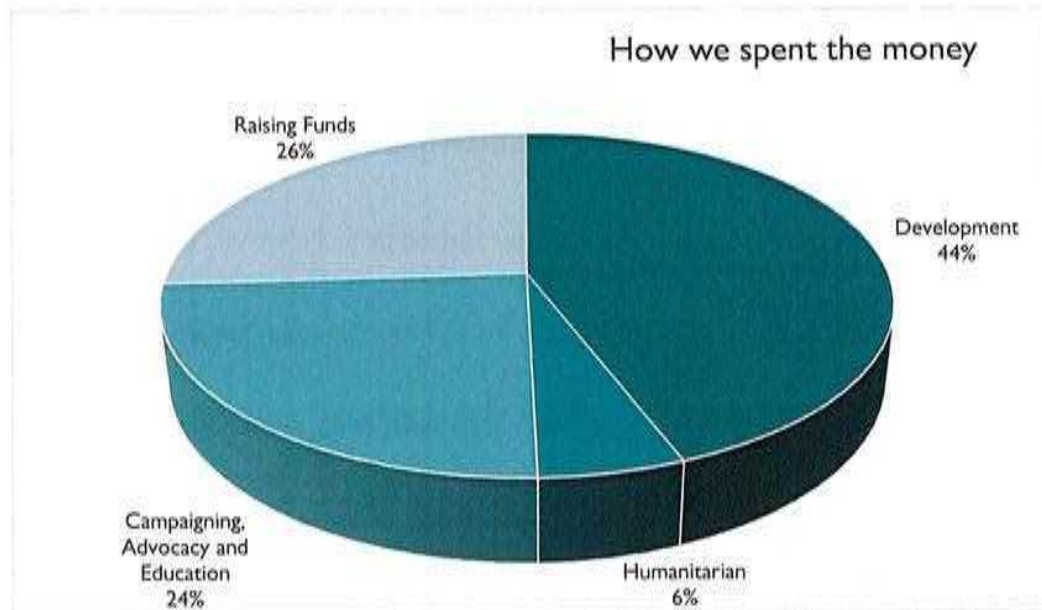
We spent a total of £1,904k (2023/24: £1,928k) during the year.

£1,410k (74%) was spent between our charitable activities as follows: Development £841k (44%); Humanitarian work £104k (6%) and Campaigning, Advocacy and Education £465k (24%).

We invested £494k (26%) in raising funds. For every £1 we spent on fundraising this year we raised £3.99 to further our work.

A key part of our work in development and emergencies is our work through partner organisations. These partnerships are funded by means of grants. To ensure that these partnerships are working effectively Christian Aid Ireland staff spend time working with partners to develop the most effective projects and programmes to be delivered, to increase the partners' capacity to deliver the programmes efficiently and effectively, and to monitor and evaluate and report on the work the partners have performed on our behalf. An analysis of where we spent our charitable funds is provided below.

## How we spent the money



## Reserves

The total reserves of £2,590k as at 31 March 2025 fall into two categories:

### *Restricted Funds*

Restricted funds are generated when the donor stipulates how a donation may be spent. In many cases there will be a time lag between when such funds are received and when they are spent. With emergency appeals there may be a need for immediate relief work, followed by longer term activities to rebuild people's lives and livelihoods, in line with the appeal request. This may result in appeal monies being spent over several years.

At 31 March 2025, we held £765k (2023/24: £944k) in restricted funds, mainly relating to denominational income. Restricted funds balances as at 31 March 2025 are detailed in Note 14 of the Financial Statements.

#### *Unrestricted Funds*

Unrestricted funds are generated when the donor does not stipulate how the income may be spent. Within certain operating needs, the charity's policy is to ensure that such funds are spent as soon as possible, while guaranteeing that these resources are used effectively.

Unrestricted funds include designated funds where the Directors have set aside money for a specific purpose. It is the policy of Christian Aid Ireland to hold a minimal operational reserve to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at any time. The level of this reserve is based upon the Directors' assessment of the likelihood of such financial contingencies and the impact they might have. In practical terms, the Directors have required that the organisation hold between 10 and 25 weeks of unrestricted spend as reserves.

At 31 March 2025, the unrestricted reserves were £1,825k (2023/24: £1,580k), of which £1,128k were set aside as other designated funds (£92k for voluntary income generation investment, £360k for budgeted deficit and £676k for project funding), £6k for fixed assets and the operational reserve of £691k (representing 26 weeks of unrestricted spend). The Board will consider and monitor these levels throughout the next financial year to ensure that they remain adequate. Unrestricted funds movements and balances as at 31 March 2025 are detailed in Note 15 of the Financial Statements.

#### Corporate Priority 4: Deliver impact in our programmes

Programme staff have travelled to South Sudan to support peacebuilding and general programme implementation of the Chronic Crisis Stream.

CAI attended and actively participated in the European Humanitarian Forum and DG ECHO Partners Segment along with ACT EU meetings in Brussels.

There was successful completion of ECHO Cyclone Mocha project in Myanmar with report submitted to donor.

Capacity strengthening work with country programmes to more effectively use their Theory of Change in Practice was concluded in July.

Four UNPBF impact case studies were developed to feed into the UNPBF first annual impact paper, for greater exposure of The Peacebuilding & Conflict Prevention (PBCP) portfolio.

We developed 6 PCI concept notes on peacebuilding and sustainable livelihoods with country teams for projects in Burundi, DRC, Honduras, Haiti, Nigeria and Zimbabwe.

PeaceNexus Foundation requested CAI to become a convenor for their global research initiative "Towards a Locally Led Peacebuilding intermediary partner assessment tool".

The learning paper "Due Diligence Passporting: Lessons from a journey toward localisation with Ukrainian Local and National Actors" was launched from the Irish Aid funded work in Ukraine.

PBCP participated in the Policy Meeting on European Input to the UN Peacebuilding Architecture Review (PBAR) 2025 in conjunction with the European Peacebuilding Liaison Office (EPLO), the European External Action Service (EEAS), the Delegation of the European Union to the United Nations (UN) and the European Commission's Service for Foreign Policy Instruments, the UN Assistant-

Secretary General for Peacebuilding Support and the Deputy Chief of the Secretary-General's Peacebuilding Fund.

PBCP has engaged directly twice with the new 'Peace and Stability Unit' of Ireland's DFA to inform inputs to the UN Peacebuilding Architecture Review (PBAR) 2025.

PBCP attended the FCDO consultation on the UN Peacebuilding Architecture Review (PBAR) 2025 focusing on continued implementation of the resolutions on peacebuilding and sustaining peace.

Corporate Priority 5: Building a movement across Ireland

We are continually grateful for the consistent support we receive from our sponsoring churches – financially, prayerfully and in education of important development issues.

We hosted an exhibition stand at the Balmoral show (NI's largest agricultural show) for the first time in many years. We had conversations with many people through the week broadly raising awareness of who we are.

There were 65 pieces of coverage about Christian Aid Week - this includes over 30 hits from 15 press releases issued about groups/supporters fundraising efforts.

We exhibited at New Wine Ireland conference in Sligo, which is cross-denominational and attracts mainly evangelical and charismatic Christians.

We exhibited at Bangor Worldwide in July, contributing to a prayer event focused on the Middle East.

We have been successful in agreeing a new partnership with the Diocese of Cork, Cloyne and Ross. This will be for two years with a target of raising funds for our work in **Sierra Leone**.

A briefing document was developed and sent to all supporters ahead of the election in ROI.

We were asked to teach on conflict and gender based violence in a third year degree module at Belfast School of Theology.

Our Christmas supporter solidarity action calling for peace in **Sudan** and the **Middle East** appeared in over a dozen key local and regional publications.

We have developed, designed and had printed a 'gender justice workshop' booklet with the plan to disseminate, primarily through women's groups.

We sponsored the lunch at a Christian women's leadership conference on the 1st March, with 100 women from across NI in attendance.

We've received £160,000 from PCI for the World Development Appeal for **Honduras, Burkina Faso and DRC**.

Corporate Priority 6: Tackle the root causes of injustice

The policy and advocacy team built on our work and previous campaigning during 2024-25, focused on our two core priorities of **economic justice** and **climate justice**.

We were invited to participate in a conference hosted by the EU Tax Observatory at the Paris School of Economics, focused on tackling **tax avoidance**. We also supported the visit to Ireland of UN Expert on Debt & Finance, Professor Attiya Waris, alongside Dóchas.

We were invited to participate in the National Economic Dialogue, hosted by the Irish Government. We spoke about **climate finance** and our research on **tax avoidance** and its impact on developing countries.

We are part of an advisory group to the Irish Government on ensuring businesses and corporate actors respect **human rights**.

We helped to draft the joint Dóchas pre-budget submission to the Irish Govt, with a focus on 0.7% ODA and **climate finance**.

In May we organised a joint visit with Trócaire and the IPSC of two Palestinian partners, Al-Haq and Badil. This included meetings with TDs, Government and public talks in Dublin and Belfast.

We drafted and sent in a submission of CAI's **climate** work and attended consultations with the UN Special Rapporteur for the Right to Development. The annual report of the Special Rapporteur draws specific attention to CAI's work and was presented to all Member States at the UN General Assembly in September.

We were invited to present as an expert witness to the Oireachtas Climate Committee ahead of COP. Our focus was on **climate finance** and the issue of loss and damage, and ensuring adequate support for communities on the frontlines of the climate crisis.

We continue to work with our Colombian partners to highlight ESB's ongoing involvement with the Cerrejón coal mine.

CAI co-sponsored a panel discussion on Fossil Fuels and a potential FF non-proliferation treaty alongside former President of Ireland Mary Robinson and other aid agencies.

We were part of a Christian Aid delegation that attended the UN **climate** negotiations (COP) in Azerbaijan.

We are grateful to the Irish Methodist church for providing us with funding in order to further our Policy & Advocacy work.

Looking to the future

The following will be our key areas of focus over the coming year(s).

#### Corporate Priority 1. Increase institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Strategic direction and management of a successful CAI Programme Funding function and donor portfolio within a One CA framework
- Accelerate and sustain CAI funding growth and ambition
- Increased visibility, profile and strengthened engagement among donors
- Ensure that Irish Aid is confident in the quality of CAI's ICSP and is aware of the potential to absorb additional funding when opportunities arise
- Funding response to sudden onset emergencies and other humanitarian work through successfully pursuing opportunities for humanitarian fundraising, including appeals

#### Corporate Priority 2. Increase non institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Grow our donor and supporter base
- Trusts and foundations
- Deliver a successful Christian Aid Week
- Grow unrestricted income
- Churches feel excited to support us and resourced well to do so

#### Corporate Priority 3. Organisational operational excellence

In order to ensure that we maintain and build upon operational excellence, we will aim to undertake and focus on the following:

- A CAI operational model that is future proof, adaptive and responsive to the changing external environment
- Agreements between CAI and CA
- Board & Leadership Team performance
- Staff engagement
- Equality, diversity and inclusion and belonging
- Policy review
- Deliver compliance & governance responsibilities

#### Corporate Priority 4. Deliver impact in our programmes

In order to ensure that we maintain and build upon our programmatic excellence, we will aim to undertake and focus on the following:

- Irish Aid programme
- ECHO projects and programmes
- Development funding
- Thematic expertise and programme approaches
- Specific peacebuilding and conflict prevention expertise
- External engagement and influencing

## Corporate Priority 5. Build a movement across Ireland

We will aim to undertake and focus on the following:

- Build deeper relationships with churches and individual Christians to inspire and equip them to challenge the root causes of poverty through giving/fundraising, acting and praying
- Develop and grow our Global Citizenship Engagement work
- Proactive communications for every key opportunity and ability to react to news cycle linked to emergencies, global work, advocacy campaigns and supporter efforts
- Continue to work towards improving quality of content and stories for social media, website, magazine and media

## Corporate Priority 6. Tackle the root causes of injustice

We will aim to undertake and focus on the following:

### Economic justice

- Financing For Development (FFD): Participate in the 4th UN FFD summit; work with CA on research and materials; advocacy towards Irish Govt.
- Supply chain law: work with new Irish Govt to pass a promised new law requiring human rights and environmental checks along company supply chains, ensuring that the EU Supply Chain Directive (CSDDD) is quickly transposed into Irish law.
- EU 'Omnibus': Engage with Irish MEPs and EU officials regarding the new EU 'omnibus' package for deregulation & competition, ensuring human rights standards are upheld.
- UN Business Human Rights Treaty: at UN level, work with CA colleagues and partners to support the proposed UN Binding Treaty on BHR, pushing for a clear EU mandate in negotiations and stronger Irish support.
- ICBHR: strengthen CAI's leadership role within the Irish Coalition for Business and Human Rights, grow membership and financial stability; highlight our local partner work in campaigning.
- Tax impact review: advocate for a new, comprehensive and independent 'spillover' impact analysis of Ireland's tax policies on developing countries, following successful UNCRC & CESCR submissions and recommendations 2023 & 2024.
- UN Tax Convention: work with partners (TJN, GATJ) to advocate for a new UN Tax Convention that would address avoidance and benefit developing countries.
- Domestic tax policy: continued advocacy to close the 'Single Malt' tax avoidance structure, reform tax treaties signed with developing countries and implement the OECD reform deal
- ODA: advocate for Ireland to increase ODA commitments and deliver on the longstanding 0.7% GNI target, working in particular through Dóchas

### Climate justice

- Domestic climate action: advocacy to new Irish Govt to ensure that existing climate commitments are not rowed back on; ensure Ireland stays within set carbon budgets
- COP30: attendance, advocacy and media work in Brazil Nov 2025 as part of wider CA delegation
- UN Expert visit: organise and coordinate speaking visit of new UN Special Rapporteur for Human Rights and Environment, Astrid Puentes Riaño, to Ireland
- Irish climate finance: technical assessment of Irish climate finance contributions (adaptation, mitigation) and advocacy towards Irish Government to hit UN & fair share targets, including new Dóchas research

- Loss & Damage funding: as follow up to our The Cost of Inaction research paper, advocate for increased Irish L&D funding and our proposals to raise revenue
- Fossil Fuel campaigning: as part of Stop Climate Chaos (SCC), support the global campaign to end further fossil fuel exploration and extraction, invest in renewable energy sources, and the development of a Fossil Fuel Non-Proliferation Treaty at UN level.

#### Country-specific

- Cerrejón mine: progress formal OECD human rights complaint regarding the mine's impact, in partnership with CAJAR, CINEP, AIDA & GLAN
- Colombia: research & advocacy visit to Colombia with CAJAR & ABColombia, focused on land rights and Smurfit Kappa paper plantations in the Cauca region; engagement with Irish Embassy, UN; related advocacy in Ireland
- IOPT: coalition building and campaigning with Irish civil society partners, in particular responding to Gaza and pushing for accountability in relation to violations of international law
- Occupied Territories Bill (OTB): secure passage of the OTB, to end Irish economic support for illegal Israeli settlements, in line with pre-election commitments and the Programme for Government
- Trip/visit: Depending on capacity and context, advocacy trip to IOPT, or visit of country partners to Ireland

#### Peacebuilding and conflict prevention

- Ongoing political advocacy tackling militarisation & crises
- Gender, climate and conflict policy paper underway
- Youth Peace Security policy paper underway
- Roll out of Crisis Contexts strategy
- Engagement with DFA on the National Action Plan on WPS
- Engagement with the UN, EU and DFA on the UN PBAR The UN Peacebuilding Architecture Review 2025

#### Principal risks and uncertainties

Christian Aid Ireland has established a risk management strategy which documents our approach to risk management and sets the direction for this work. Appropriate systems and procedures are in place to manage these risks and provide reasonable but not absolute assurance against occurrence.

Everyone in the organisation has a role to play in risk management.

The executive leadership team identifies the major strategic, business and operational risks that the charity is exposed to; and to assess the likelihood of such risks occurring and the level of impact they would have. The leadership team continually reviews and manages the identified risks and reports regularly to Income, Finance, Risk and Audit Committee (IFRA) through the risk register. The risk register gives a detailed list of all the organisation's risks, the level of the risk and the risk owner who is responsible for monitoring each risk. The leadership team is supported by staff in the identification and management of operational risks and implement actions as instructed.

The Internal audit function provides advice and guidance on the management of risk relating to the design, implementation and operation of systems of internal control.

The Income, Finance, Risk and Audit Committee (IFRA) ensures that the executive leadership team has an effective risk management process in place and reviews the risk register to ensure they are satisfied that all corporate risks are included. It also monitors the progress on the management of corporate risks and provides regular updates to the Board.

The Board approves the Risk Management Strategy and the organisation's risk appetite; it approves the Risk Register on an annual basis and monitors progress of corporate risks throughout the year.

The main risks identified together with the actions to mitigate the risks are summarised below.

#### Financial Stability

##### *Risks*

The principal financial risks relate to the economic environment; changes in donor expectations and our ability to respond and the diversification of funding both in donor base and between restricted and unrestricted funding in our fundraising strategy.

The fundraising environment remains very challenging with a combination of increased competition for public funds, globally competitive calls for funding and pressure on Government finances. Populism and nationalism reduce the space for policy and advocacy work. Failure to maintain a diversified income base means there is a risk of becoming over-reliant on one institutional funder. In turn, new Donors may bring new and more stringent requirements. Changes in the economy at home and perceptions of wealth of middle income countries can distort people's view of the reality for many people living in those countries and can impact their propensity to give.

##### *Mitigating actions*

To reduce the risk of significant fluctuations in income or failure to achieve the necessary level of income to protect our programmes a comprehensive fundraising strategy has been approved by the Christian Aid Ireland Board. This strategy adopts a more targeted approach to fundraising, focusing on a smaller number of key areas such as individual giving, mid to high level donors and legacies.

A *From Violence to Peace* fundraising strategy has been developed for Irish funding which targets six specific institutional donors.

We regularly review financial information, adjust budget and review expenditure to reflect expected levels of income and have a reserves policy in place. We ensure expenditure is minimised by ensuring processes and procedures are in place to ensure we achieve value for money on all expenditure.

We have a Public Engagement Strategy in place and perform advocacy work on protecting the international budget including exploring lost income from tax schemes.

We will continue to build on our good relationships with institutional and business donors and harness the commitment of our supporters and stakeholders to ending poverty. We have regular meetings with our major institutional donors and have a Programmes team to develop proposals and to manage grants received. There is a dedicated finance resource for restricted funds. We review our funding strategy and team capacity and perform partner capacity assessments and monitor and evaluate programmes and have a system in place for risk assessment and evaluation of new donor funding opportunities.

#### Governance/Compliance:

##### *Risk*

The principal Governance/Compliance risks relate to Christian Aid Ireland's compliance with laws and regulations; Christian Aid Ireland's compliance with donor requirements; partner capacity to comply with laws and regulations and donor requirements; compliance with General Data Protection regulation (GDPR) and misuse of funds, fraud corruption or inappropriate behaviour.

Christian Aid Ireland receives a significant amount of funding from institutional donors and sponsoring churches. The management of institutional donors' requirements are complex and prescriptive in nature. Compliance with laws and regulations is challenging particularly in-country regulation and the restriction on civil society space in the countries in which we operate.

### *Mitigating Actions*

The organisation mitigates this risk by having regular interaction with donors to understand their needs. Christian Aid Ireland and country teams provide regular capacity building at staff and partner level to assess organisational and financial capacity and to ensure donor obligations are met. Partners are trained on donor compliance requirements. We have clearly designed policies and procedures in relation to programme and project management including the use of iPIMS (our grant management database). Monitoring and evaluation visits are performed by Christian Aid Ireland staff and country teams undertake programme reporting to Christian Aid Ireland.

Christian Aid Ireland adheres to the sector's recommended codes of practice such as FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities SORP - Accounting and Reporting for Charities ("SORP"); the Dóchas Code of Corporate Governance; the Charities Governance Code. We follow requirements of the Charities Commission for Northern Ireland (CCNI) and the Charities Regulatory Authority (CRA) in the Republic of Ireland. A governance self-assessment questionnaire is completed by the Income, Finance, Risk and Audit Committee (IFRA). An internal control self-assessment (ICSA) questionnaire is completed annually.

Christian Aid Ireland also ensures compliance with law and regulations in all countries of operation with the country management team responsible for local requirements such as registration, taxation and statutory reporting. Our financial policies and procedures comply with regulations and statute which should reflect core compliance principles.

Our Public Engagement strategy has been developed to ensure compliance with donor requirements in relation to public engagement. We regularly monitor changes in laws and where possibly perform advocacy work to highlight unfavourable changes in law and challenge them.

We have data protection policies in place which are updated to reflect any new changes in legislation and best practice. Representatives from Christian Aid Ireland attend the Data Protection Oversight Committee of Christian Aid to benefit from the work of the group and its application to Christian Aid Ireland. We have IT security measures in place and receive regular updates via yammer on cyber security risks. During the year staff, trustees and volunteers completed mandatory Data Protection training.

Our Internal Audit function provided by the UK office under a memorandum of understanding audits country programmes based on risk assessments and provides reports to the Income, Finance, Risk and Audit Committee (IFRA). Any recommendations noted will be followed up.

We have a range of anti-fraud and corruption policies in place (Fraud and Misuse, Whistleblowing, Anti-Bribery, Anti-Money Laundering and Safeguarding). We also benefit from the services of a dedicated Anti-Diversion and Corruption Manager. In addition, staff and trustees must complete mandatory Code of Conduct training.

### Reputational risk

#### *Risk*

The principal reputational risks relate to negative public perception and trust and confidence in the sector due to programme quality; the occurrence of safeguarding issues, scandals, or charity fatigue; a failure to communicate impact to guarantee achievement of strategic objectives, and loss of future funding; a failure to demonstrate accountability and provide transparency; and a deterioration in strategic partnerships.

Christian Aid Ireland has a team of programme staff to ensure programme quality is of a high standard and is monitored and evaluated.

Christian Aid Ireland takes safeguarding incredibly seriously and we recognise our duty to protect and safeguard vulnerable communities. We believe that any abuse of power, including sexual violence or harassment, is totally unacceptable.

Across Christian Aid we continue to work with colleagues to ensure a better, and shared, understanding of what sexual harassment is, and the zero-tolerance culture we expect, including by training staff across the global organisation on the organisation's code of conduct.

As a sector, we need to be willing to recognise that this is an issue that affects us all. Christian Aid Ireland continues to work with staff and our local partners to root out any attitudes and behaviours that support such breaches of trust. Christian Aid is a signatory to sector-wide codes of conduct. We also have a range of established policies and procedures aimed at preventing sexual harassment committed by any individual representing Christian Aid (including staff, volunteers and consultants) against other staff, beneficiaries or anyone else.

Collectively, aid agencies must work harder to ensure safeguarding, whistleblowing and misconduct policies are fit for purpose, to root out improper conduct. It is imperative that we are transparent and accountable, both to the communities where we work and to those who trust us to spend their money to alleviate suffering overseas.

Christian Aid Ireland recognises that the sector has been the subject of increased public and media scrutiny. This environment is challenging public support and confidence in charities and international aid, making it increasingly difficult to raise funds from the public. Christian Aid Ireland is a strong and effective organisation that works with integrity and humility; however external perceptions of charities and of church-based organisations could have an adverse impact on our work.

Working to eradicate poverty requires us to operate in places which are inherently challenging because of conflict, corruption, natural disasters, weak infrastructure and poor governance. Gathering communications materials that demonstrate the impact of our programmes can be a challenge in these environments, as the power dynamics and context change.

#### *Mitigating Actions*

We have systems in place to monitor the quality and measure the impact of our programmes and these continue to be developed in line with best practice. We mitigate against this risk by being open and transparent in the way we operate and through our membership of organisations such as Dóchas, which help to inspire renewed public confidence in the sector.

We continuously review and refresh our current policies and practices, to ensure that we take timely and corrective actions to prevent and censure such behaviour, ensuring we have confidential and robust mechanisms that enable and support our workforce, beneficiaries and stakeholders to report concerns and incidents without fear or favour, and to ensure protection and support for individuals who report or have experienced such incidents.

We have Safeguarding, Whistleblowing, and Serious Incident Reporting policies in place alongside a mandatory code of conduct. During the year we appointed a safeguarding Trustee and expanded the terms of reference for our Income, Finance, Risk and Audit Committee (IFRA) to include duties in relation to safeguarding.

We have a range of anti-diversion and misuse of funds policies in operation through partners and alliances that have roots in the communities in which they are working. We monitor the programmes which they are carrying out and provide feedback and build partner capacity where required through training and ongoing support and we ensure that, as a certified Core Humanitarian Standard (CHS) organisation, we incorporate beneficiary feedback into the evaluation of our programmes.

We have a Public Engagement strategy and a Church Engagement framework in place and we undertake an annual churches' consultation to ensure a strong strategic partnership with our sponsoring Churches and management have a constructive relationship with Board to allow discussion on key issues.

We clearly communicate that our work complies with the highest standards of governance and accountability, and that we comply with all the relevant standards on accountability, fundraising, and

images. We also communicate clearly that our work to eradicate poverty targets the most vulnerable and marginalised regardless of faith or race, but we engage the church in the fight against poverty and help churches to put their faith into action.

#### Environmental/External

##### *Risk*

The principle environmental and external risks relate to; the reduction in civil society space and our vulnerability to changes in the political, social and economic risks of the countries in which we operate and the impact our ability to operate effectively and safely.

Christian Aid Ireland's overseas programme operates in difficult contexts with oppressive power dynamics and fragile security situations which could hamper our ability to operate safely or even at all in areas of most need.

##### *Mitigating Actions*

Christian Aid Ireland actively monitors the external context to anticipate political, social or economic risks, so that plans can be put in place to minimise any negative impact on organisational activities or the reputation of the organisation. We mitigate the risks relating to operational countries by operating through networks of Christian Aid country teams and independent partners which have roots in the community. These organisations bring an in-depth understanding of the local context, language and culture. This enables access to up to date information to ensure programmes remain relevant.

Monitoring and evaluation is carried out by our programme teams and we perform enhanced due diligence for high risk countries. Core Humanitarian Standard (CHS) accredited feedback is incorporated into all our programmes. We have specific country programme strategies in place. Specific context related risks for operational countries are considered through the annual programme review. We have adaptive programming ensuring flexibility to allow the way we achieve our objectives to change as required. We have a security policy for all travelling staff and security is a key part of all major programme decisions. We adjust security assessments in response to major changes in political and security environment. We organise security training through Eurocheck.

#### Operational risks

##### *Risk*

The principal operational risks relate to the failure to ensure security and safety of staff partners and programme participants, and the misalignment of policy and practice.

Christian Aid Ireland staff travel to regions where the political and social circumstances make the personal security of staff a major potential hazard. Failure to ensure safety and the inability to evacuate staff could lead to loss of life or injury to employees or partners. We may be unable to respond to a crisis and there could be a loss of assets. This could lead to civil (negligence) or Criminal (corporate manslaughter) proceedings which would cause significant damage to our reputation and could incur financial penalties and insurance claims.

We speak out against the causes of poverty. This can put staff and partners at risk. If communications are inappropriate or poorly researched or erroneous statements are made, this could risk lives, damage reputations or harm key relationships. Actions by our partners could also draw us into litigious or conflict related situations particularly if they publish materials or engage in actions with our financial support. If we or our partners act in a way that is contrary to our public policy position, this could seriously damage our reputation.

##### *Mitigating Actions*

The security and safety of staff, partners, and programme participants is of paramount importance to Christian Aid Ireland. Through a shared service agreement with Christian Aid we implement comprehensive safety and security management policies to ensure that this risk is appropriately managed. Procedures are in place to protect vulnerable adults and children in the delivery of our services.

We provide staff with compulsory security training and made security considerations a key part of all major programme decisions. Security training for Christian Aid Ireland staff is provided by Christian Aid which hosts the European Interagency Security Forum and the ACT Alliance Security Co-ordinator, making Christian Aid a key hub for NGO security.

Christian Aid Ireland staff travelling to countries understand their personal responsibility for security and adhere to our corporate policies and procedures.

All country programmes have up to date security policies providing briefings to visitors and adjust security assessments as appropriate, in response to major changes in the political and security environment.

Having confidence in our policies and procedures as well as our staff gives us the confidence to work in some of the most challenging locations. But, in the event of an escalation in insecurity and as a last resort, we may withdraw staff from insecure locations or delay the implementation of a programme.

Staff involved in advocacy, campaigning and lobbying activities have a clear understanding of the context of the role, and the responsibilities and limitations of campaigning organisations as laid out in CCNI and CRA and other guidance.

#### IT and cybersecurity

##### *Risk*

The principal IT and cybersecurity risks relate to failure to safely process and store data.

Christian Aid Ireland is dependent on several IT systems for processing and storing its data. We live in an increasingly digitally connected world. Failure to keep pace with new technologies and ways of reaching our supporters and the communities we serve, in the way they prefer, could reduce our impact and effectiveness.

Failure to secure our information systems from malicious cyber-attacks could lead to loss of service, loss of sensitive or confidential data and even present a security risk to staff and partners working in challenging locations. This could damage our reputation result in regulatory breaches and fines or put people at risk.

##### *Mitigating Actions*

Christian Aid Ireland received shared service IT support from Christian Aid, therefore all policies are in place by Christian Aid. Christian Aid actively reviews and upgrades its IT software, systems and processes to mitigate risk relating to IT management, cyber security and data protection. Christian Aid has developed initiatives to embrace digital technology more effectively. The purpose is to ensure that we embed the use of technology more effectively in our work. We have structured information systems, policies and procedures that are embedded throughout the organisation and supported by training where appropriate.

Our information security measures are regularly tested, including by internal audit and staff are reminded of the risks of so called 'social engineering' whereby data is provided to unauthorised users pretending to be legitimate. Staff are also reminded of the risks of using social media and all staff complete online data protection training on an annual basis.

Christian Aid Ireland also collaborates with other INGOs ensuring Christian Aid Ireland is at the forefront of best practice in the sector and achieves value for money.

#### Grant Making

Details of grants paid are contained in note 6 of the Financial Statements. For Institutional funded programmes and projects Grant making happens as follows:

- Christian Aid Ireland selects thematic focus areas and countries of implementation in line with its programme strategy. A draft budget allocation is communicated to the applicable Christian Aid country teams in advance of the application process.
- The country teams are then invited to apply for grant funding by submitting a proposal, detailing the partners, project and team costs.
- All proposals are reviewed and assessed based on the quality of information submitted within the parameters of the draft budget. Other factors considered are historical performance; team capacity and expertise; any country specific contextual issues and donor requirements.
- For grants paid out on Church & Denominational income, as well as emergency appeals, grants are allocated to programmes that are in line with the relevant emergency appeal and Christian Aid Irelands' programme strategy objectives. Proposals are submitted as required by the donors.

#### Volunteers and staff

Christian Aid Ireland is hugely grateful for the work carried out by its committed staff and volunteers. Achievements during the year were due to the hard work and dedication of all these people. We are particularly grateful to our volunteers who give their time each week to support the administrative work in Belfast and Dublin.

Christian Aid Ireland is committed to equality of opportunity between persons of different religious belief, political opinion, gender, marital status, disability, ethnic origin, age, dependants, sexual orientation or trade union membership.

We are most grateful for the support of a network of thousands of volunteers across Northern Ireland who are dedicated to carrying out our annual Christian Aid Week door-to-door collection, and the wonderful individuals, communities, businesses, and congregations which organise fundraising events in support of our work every year, alongside people who raise their voices to take action against global injustice.

Christian Aid Ireland employed 19 people (headcount) during the year 2024/25.

#### Investment Policy

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year.

#### Going concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The financial statements have been prepared on a going concern basis.

#### Post balance sheet events

There have been no other significant events affecting the company since the year end that require disclosure or adjustment to the financial statements.

#### Auditors

The auditor, Crowe Ireland, has indicated its willingness to continue in office, and a resolution that the firm be reappointed will be proposed at the Annual General Meeting.

#### Lobbying and Political Donations

There were no political contributions in 2024/25 and as a result there are no disclosures required under the Electoral Act 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). It has made the returns and submissions required by the Act.

## Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year giving a true and fair view of the state of affairs of the company. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Under company law, the directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year giving a true and fair view of the state of affairs of the company end date, of the surplus or deficit for that financial year giving a true and fair view of the state of affairs of the company and otherwise comply with the Companies Act 2006.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.


The directors confirm they have complied with the above requirements when preparing the financial statements.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2006 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation governing the preparation and dissemination of financial statements may differ in different jurisdictions.

Signed on behalf of the Board:

  
Rev Dr Liz Hughes

  
Ms Maeve Marnell

**Date: 8 July 2025**



## **Independent Auditors Report to the Members of Christian Aid Ireland (Northern Ireland) (A company limited by guarantee, not having a share capital)**

### **REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS**

#### **Opinion**

We have audited the financial statements of Christian Aid Ireland (Northern Ireland) (the 'Company') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 March 2025 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006 and Charities Act (Northern Ireland) 2008.

#### **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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in 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.

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 directors' 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 company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

#### **Other Information**

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the 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.

#### **Opinion on the Other Matters Prescribed by the Companies Act 2006**

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' Annual Report is consistent with the financial statements; and
- in our opinion, the Directors' Annual Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

#### **Matters on Which We Are Required to Report by Exception**

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 requires us to report to you if, in our opinion:

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

#### **Responsibilities of Directors for the Financial Statements**

As explained more fully in the Statement of Directors' Responsibilities, the Directors 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 Directors 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 Directors are responsible for assessing the 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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### **Auditors' Responsibilities for the Audit of the Financial Statements**

We have been appointed as auditor under section 65(2) of the Charities Act (Northern Ireland) 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 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 extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items. In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and completeness of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Income, Finance, Risk and Audit Committee about their own identification and assessment of the risks of irregularities, testing of a sample of transactions against the terms of any agreements and the requirement of the Charities SORP (FRS102), sample testing on the posting of journals, reviewing accounting estimates for biases and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

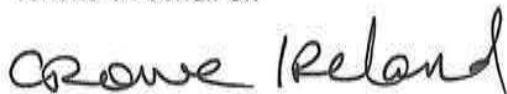
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities)>. This description forms part of our Auditor's Report.

### The Purpose of Our Audit Work and to Whom We Owe Our Responsibilities

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and Part 4 of the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015. Our audit work has been undertaken so that we might state to the 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 Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:   
Roseanna O'Hanlon (statutory Auditor)

for and on behalf of:



**Crowe Ireland**  
Chartered Accountants and Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

Date: 7 August 2025

# Statement of Financial Activities

(Incorporating the Income and Expenditure Account)  
For the year ended 31 March 2025

	Notes	2025 Unrestricted Funds £'000	2025 Restricted Funds £'000	2025 Total Funds £'000	2024 Total Funds £'000
<b>Income and endowments from:</b>					
Donations and legacies					
- Donations	4	1,431	338	1,769	1,748
- Legacies		159	-	159	363
<b>Charitable Activities:</b>					
Other Trading Activities					
		27	-	27	28
Investments					
		15	-	15	14
<b>TOTAL</b>		<b>1,632</b>	<b>338</b>	<b>1,970</b>	<b>2,153</b>
<b>Expenditure on:</b>					
Raising Funds					
	5	494	-	494	476
Charitable Activities					
- Development		429	412	841	727
- Humanitarian		-	104	104	276
- Campaigning, Advocacy and Education		465	-	465	449
<b>TOTAL</b>		<b>(1,388)</b>	<b>(516)</b>	<b>(1,904)</b>	<b>(1,928)</b>
Net income / (expenditure)					
		244	(178)	66	225
Other gains / (losses)					
		1	(1)	-	-
<b>Net movement in funds</b>					
		<b>245</b>	<b>(179)</b>	<b>66</b>	<b>225</b>
<b>Reconciliation of funds:</b>					
Funds brought forward					
	14/15	1,580	944	2,524	2,299
<b>Total funds carried forward</b>					
	14/15	<b>1,825</b>	<b>765</b>	<b>2,590</b>	<b>2,524</b>

All incoming and outgoing resources arise from continuing operations. There are no recognised gains or losses, or movements in funds other than those disclosed above.

# Balance Sheet

For the year ended 31 March 2025

	Notes	31 March 2025 £'000	31 March 2024 £'000
<b>Fixed Assets</b>			
Intangible Fixed Assets	11	-	-
Tangible Fixed Assets	11	6	9
<b>Current Assets</b>			
- Debtors	12	649	689
- Investments	10	533	522
- Cash at bank and in hand	10	1,489	1,376
<b>Total current assets</b>		<b>2,671</b>	<b>2,587</b>
<b>Liabilities</b>			
Creditors falling due within one year	13	(87)	(72)
<b>Net current assets</b>		<b>2,584</b>	<b>2,515</b>
<b>Total net assets</b>		<b>2,590</b>	<b>2,524</b>
<b>The funds of the charity:</b>			
Restricted income funds	14	765	944
Unrestricted funds	15	1,825	1,580
<b>Total charity funds</b>		<b>2,590</b>	<b>2,524</b>

The financial statements were approved and authorised for issue by the Board of Directors on 8 July 2025 and signed on its behalf by:



Rev Dr Liz Hughes



Ms Maeve Marnell

# Statement of Cash Flows

For the year ended 31 March 2025

	Notes	31 March 2025	31 March 2024
		£'000	£'000
Cash flows from operating activities	10	139	(472)
<b>Net cash generated by / (used in) operating activities</b>		<b>139</b>	<b>(472)</b>
Cash flows from investing activities			
Dividends, interest and rents from investments		(15)	(14)
<b>Net cash used in investing activities</b>		<b>(15)</b>	<b>(14)</b>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>124</b>	<b>(486)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b>1,898</b>	<b>2,384</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	10	<b>2,022</b>	<b>1,898</b>

## 1. General Information

Christian Aid Ireland is an overseas development aid agency working to overcome poverty in some of the world's poorest communities. The company is a company limited by guarantee not having a share capital and has its registered office at Linden House, Beechill Park, Belfast, BT8 7QN. Christian Aid Ireland is a public benefit entity as defined by FRS 102.

## 2. Statement of Compliance

The entity's financial statements have been prepared on the going concern basis in accordance with the 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) and Charities SORP (FRS 102) and the Companies Act 2006 (UK Act).

## 3. Accounting Policies

The significant accounting policies used in the preparation of the financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

### ***Basis of preparation***

The financial statements are prepared in accordance with Financial Reporting Standard FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 (UK Act) and in accordance with Charities SORP Accounting and Reporting by Charities issued by the Charities Commissioner in the UK (effective 1 January 2019).

### ***Going concern***

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The Directors have reviewed Christian Aid Ireland's financial position and consequently believe there are sufficient resources to manage any operational or financial risks. The Board therefore considers there is a reasonable expectation that Christian Aid Ireland has adequate resources to continue in operational existence of the foreseeable future and are unaware of any material uncertainties related to events or conditions that may cast significant doubt upon the company's ability to continue as a going concern.

### ***Judgements in applying accounting policies and key sources of estimation***

The preparation of these financial statements requires directors to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions

that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

*Cost allocation*

Costs not attributable to a single activity are allocated or apportioned to activities on a basis consistent with identified cost drivers for that cost category. Cost drivers utilised include head count and judgement is exercised in applying cost drivers to cost categories.

*Carrying Value of Debtors*

The company makes an estimate of the carrying value of all debtors, including Gift Aid receivable. The company uses estimates based on historical experience in determining the carrying value of debtors.

**Income**

Income included in the financial statements represents income from the public (such as donations and legacies, church/denominational income) and institutional donors, charity shop and deposit income receivable during the year.

Income from government grants, institutional donor's corporate trusts and foundations that are subject to specific restrictions or reporting requirements are recognised in this Statement of Financial Activities when the organisation becomes entitled to the funds, the income can be measured reliably, and it is probable that the funds will be received.

Grants from government and other co-funders typically include the following conditions: -

- Performance based conditions – the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions – the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases, the charity recognises the income to the extent utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and that the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Where income has been received in advance it is deferred until the conditions are met. Where income has not yet been received, but all criteria for recognition have been satisfied, the income is accrued as a debtor in the balance sheet.

Income from donations is recognised when the donations are received. The related tax refunds are recognised when all legislative requirements have been met and the amounts can be measured with reasonable certainty.

Legacy income is included where there is sufficient evidence of entitlement, receipt is probable and where the amount is measurable. No value is included where a legacy is subject to a life interest held by another party.

Other trading activities include retail income from the sale of goods through the shop in Garvagh.

Donated goods are not recognised on receipt. The value to the charity of the donated goods sold is recognised as income when the goods are sold. The proceeds of sale are categorised as "income from other trading activities" in the Statement of Financial Activities.

Gifts in kind for use by the charity are included in the accounts at their approximate market value at the date of receipt. Gifts in kind for distribution are included in the accounts at their approximate market value at the date of distribution.

Christian Aid Ireland distinguish restricted income from unrestricted income. Restricted income refers to funds given subject to conditions imposed (by the donor or implied by the nature of the appeal) as to how it is to be spent.

#### ***Fund accounting***

The charity maintains three types of funds as follows:

Restricted funds represent funds where the grants and donations received are requested by the donor to be spent on a specific purpose. Income and expenditure on these funds are shown separately within the Statement of Financial Activities.

Other unrestricted funds represent income that is expendable at the discretion of the directors in the furtherance of the objectives of the charity, but as at the end of the year had not been specifically allocated.

Designated unrestricted funds are a portion of the unrestricted funds where the directors have set aside monies from unrestricted funding for specific purposes. These include an operational reserve, and monies allocated for expenditure in the following years.

#### ***Expenditure***

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to the category. The costs of each staff team, including a relevant proportion of support costs allocated on a usage basis, are allocated across the headings of costs of generating funds, charitable activities and governance costs based on the proportion of time spent on each of these areas of work.

Costs of raising funds comprise the costs of advertising, producing publications and printing and mailing fundraising material, the staff costs in these areas and an appropriate allocation of support costs.

Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities. Grants to partners are recognised as expenditure at the time of payment since until then there is no legal or constructive obligation to make the grant.

Expenditure is treated as being made from restricted funds to the extent at it meets the criteria specified by the donor or the terms under which it was raised. All other expenditure is treated as unrestricted.

#### ***Pension costs***

Christian Aid Ireland operates a defined contribution scheme for employees. Annual payments to the scheme are charged to the Statement of Financial Activities in the year to which they relate.

#### ***Operating Leases***

Rentals in respect of operating leases are charged to the Statement of Financial Activities in the period to which the costs are incurred.

#### ***Tax and Vat***

As a registered Charity, Christian Aid Ireland is exempt from tax on income and gains falling within section 505 of the Income and Corporation Taxes Act, 1988 and Section 256 of the Tax of Charitable Gains Act, 1992.

In common with many other charities, Christian Aid Ireland is unable to recover most of VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost.

**Foreign currencies**

The company's functional and presentational currency is Sterling. Foreign currency balances have been translated at the exchange rate ruling at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction. Any gain or loss arising from a change in exchange rates subsequent to the date of a transaction is included in the Statement of Financial Activities.

**Intangible fixed assets**

The intangible fixed assets costing over £5,000 are capitalised at cost. Intangible fixed assets include software cost. They are amortised over 3 years, their estimated useful lives, after development and installation work has been completed.

**Tangible fixed assets and depreciation**

Tangible fixed assets costing over £5,000 are capitalised at cost. Tangible assets are stated at cost less accumulated depreciation.

Depreciation is calculated to write off the cost of tangible assets over their estimated useful lives less an estimated residual value, where appropriate, by equal annual instalments.

The estimated useful lives of tangible assets by reference to which depreciation had been calculated are as follows:

Leasehold improvements	5 years
Vehicles	5 years
Computers	4 years

**Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**Financial instruments**

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable. Basic financial instruments are recorded at transaction price.

**Debtors**

Short term debtors are measured at transaction price, less any impairment.

**Creditors**

Trade Creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as due within one year if payment is due within one year or less. Short term creditors are measured at the transaction price.

**Employee Benefits accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement and accrued at the Balance Sheet date.

#### 4. Donations

	Unrestricted	Restricted	Total	Total
	31/03/25	31/03/25	31/03/25	31/03/24
	£'000	£'000	£'000	£'000
<b>Annual Appeals:</b>				
Christian Aid Week	372	-	372	367
Regular Gifts	416	-	416	397
Church Partnerships	104	-	104	87
General Donations	458	5	463	358
Denominational Appeals	81	229	310	263
<b>Humanitarian Appeals:</b>				
Ukraine Crisis Appeal 2024	-	7	7	74
East Africa Hunger Crisis Appeal	-	-	-	3
Turkey & Syria Earthquake Appeal	-	2	2	44
Libya Floods Appeal	-	-	-	60
Middle East Crisis Appeal 2023	-	77	77	95
Sudan Crisis Appeal - Jan 2025	-	8	8	-
Myanmar Earthquake Appeal	-	10	10	-
<b>Total Donations</b>	<b>1,431</b>	<b>338</b>	<b>1,769</b>	<b>1,748</b>

Total donations of **£1,769k** (2023/24: £1,748k) include **£263k** of tax recoverable through gift aid (2023/24: £170k).

#### 5. Total Expenditure

	Grants to partner organisations	Staff costs	Other direct costs	Allocation of support costs	2025 Total	2024 Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Raising Funds</b>	-	343	127	24	494	476
<b>Charitable Activities</b>						
- Development	697	87	52	5	841	727
- Humanitarian	104	-	-	-	104	276
- Campaigning, Advocacy and Education	-	328	116	21	465	449
<b>Total Charitable Activities</b>	<b>801</b>	<b>415</b>	<b>168</b>	<b>26</b>	<b>1,410</b>	<b>1,452</b>
<b>Total Resources Expended</b>	<b>801</b>	<b>758</b>	<b>295</b>	<b>50</b>	<b>1,904</b>	<b>1,928</b>

**Charitable expenditure analysed by region:**

	31/03/25	31/03/24
	£'000	£'000
Africa	164	151
Latin America and the Caribbean	91	34
Asia and the Middle East	86	286
Europe	43	118
Ireland and the UK	1,026	863
<b>Total Charitable Expenditure</b>	<b>1,410</b>	<b>1,452</b>

**Grant expenditure analysed by region:**

	31/03/25	31/03/24
	£'000	£'000
Africa	164	123
Latin America and the Caribbean	81	34
Asia and the Middle East	86	286
Europe	43	118
Ireland and the UK	427	308
<b>Total grants to partner organisations</b>	<b>801</b>	<b>869</b>

All grants are to organisations not individuals. The full list of grants to organisations is available on our website.

**Costs of generating funds** comprises fundraising costs including the costs of advertising, producing publications and printing and mailing fundraising material, the staff costs in these areas (based on time spent) and related costs of support services.

**Charitable expenditure** includes expenditure incurred through grants to partners and operational activities. Grants to partners are recognised as expenditure at the time of payment, since until then there is no legal or constructive obligation to make the grant.

**Allocation of support costs:**

	Basis of Allocation	31/03/25	31/03/24
		£'000	£'000
Human resources	Headcount	15	15
Information resources	Headcount	35	35
Supporter Relations	Headcount	-	-
		<b>50</b>	<b>50</b>

Governance Costs amounting to **£28k** incurred in the year to 31 March 2025 have been re-allocated across other categories of expenditure as required under Charities SORP FRS102.

	31/03/25	31/03/24
	£'000	£'000
Board expenses	4	1
Professional costs	22	13
Governance staff costs	15	14
	<b>41</b>	<b>28</b>

## 6. Staff Costs and Employee Benefits

Staff Costs and Employee Benefits	31/03/25	31/03/25	31/03/25	31/03/24
	£'000	£'000	£'000	£'000
	*International	N Ireland and UK	Total	Total
Salaries	7	631	638	650
National Insurance Contributions	2	62	64	62
Pension contributions	1	55	56	52
	10	748	758	764

Staff Numbers	31/03/25	31/03/24
	Number	Number
<b>Average staff numbers:</b>		
Headcount (N Ireland and UK)	19	19
Headcount (Country Programme)*	1	5
	20	24
FTE (Full Time Equivalent) (N Ireland and UK)	15	16
FTE (Full Time Equivalent) (Country Programme)*	-	1
	15	17

\*The staff being referred to are not employed by Christian Aid Ireland and are therefore not included with the Christian Aid Ireland payroll.

Staff by Activity	31/03/25	31/03/24
	Number	Number
Generating Funds	8	7
Charitable Activities	7	10
<b>Total staff FTE</b>	15	17

The number of employees whose costs for the year fell within the following bands is:

Bands	31/03/25	31/03/24
	Number	Number
£0k - £60k	19	23
£60k-£70k	1	1
<b>Total</b>	20	24

Staff costs include salaries and benefits in kind.

Christian Aid Ireland has a Pay and Benefits policy that has been agreed by its Board. The policy commits Christian Aid Ireland to fair, equitable, transparent and consistent reward arrangements which attract, motivate and retain staff. Its guiding principles apply to all people wherever they are located and provide for our reward offering to be competitive in the marketplace from which we draw our staff and recognise fair reward for fair effort. Contributions of between 3% and 10% are made by the company to the defined contribution pension scheme in relation to employees, depending on their employee contributions.

The total salary of the Chief Executive Officer, Mrs Rosamond Bennett, is £81,385 per annum. She also receives a 9% contribution to a defined contribution pension scheme, and the use of a car for Christian Aid Ireland business. This falls within the £0k-£60k band as the cost is shared 50:50 between the Republic of Ireland and Northern Ireland companies respectively.

### Key management remuneration

Key management personnel include senior management and received remuneration of £288k (2023/24: £276k) in the year. Of this amount £149k was recharged to the Republic of Ireland company.

### 7. Directors' expenses

No emoluments are paid to Directors. Directors are reimbursed for their incidental expenses in attending board, executive and other meetings. Additionally, Directors may occasionally visit Christian Aid partners and programmes overseas with costs of such trips being met by the charity.

### 8. Pension Cost

The total pension cost for the charity was £56k (2023/24: £52k). There were £11k outstanding contributions at the balance sheet date (2023/24: £10k).

### 9. Net Income

Net income is stated after the following charges:

	31/03/25	31/03/24
	£'000	£'000
<b>Auditors' remuneration</b>		
Audit fee	12	13
<b>Operating lease rentals:</b>		
Buildings	29	29
Equipment	1	1
Car	8	7
<b>Depreciation</b>	<b>3</b>	<b>4</b>

### 10. Reconciliation of net income to net cash flow from operating activities

Reconciliation of net income to net cash flow from operating activities	31/03/25	31/03/24
	£'000	£'000
Net income for the period (as per Statement of Financial Activities)	66	225
<b>Adjustments for:</b>		
Depreciation	3	4
Dividends, interest and rents from investments	15	14
(Increase) / Decrease in debtors	40	(424)
Increase / (Decrease) in creditors	15	(291)
<b>Net cash generated by / (used in) operating activities</b>	<b>139</b>	<b>(472)</b>

Analysis of cash and cash equivalents	01/04/24	Change in Year	31/03/25
	£'000	£'000	£'000
Cash in bank and in hand	1,376	113	1,489
Notice deposits (less than 3 months)	522	11	533
<b>Net Funds</b>	<b>1,898</b>	<b>124</b>	<b>2,022</b>

## 11. Fixed Assets

Intangible Fixed Assets	Computer Software in development	Total 31/03/25
	£'000	£'000
<b>Cost:</b>		
Opening balance at 1 April 2024	5	5
Additions	-	-
Disposals	-	-
<b>Closing balance at 31 March 2025</b>	<b>5</b>	<b>5</b>
<b>Depreciation:</b>		
Opening balance at 1 April 2024	(5)	(5)
Depreciation in year		
Disposals	-	-
<b>Closing balance at 31 March 2025</b>	<b>(5)</b>	<b>(5)</b>
Net Book Value at 31 March 2025	-	-
Net Book Value at 31 March 2024	-	-

Tangible Fixed Assets	Leasehold Improvements	Computers	Total 31/03/25
	£'000	£'000	£'000
<b>Cost:</b>			
Opening balance at 1 April 2024	26	15	41
Additions	-		
<b>Closing balance at 31 March 2025</b>	<b>26</b>	<b>15</b>	<b>41</b>
<b>Depreciation:</b>			
Opening balance at 1 April 2024	(26)	(6)	(32)
Depreciation in year	-	(3)	(3)
<b>Closing balance at 31 March 2025</b>	<b>(26)</b>	<b>(9)</b>	<b>(35)</b>
Net Book Value at 31 March 2025	-	6	6
Net Book Value at 31 March 2024	-	9	9

## 12. Debtors

Amounts falling due within one year	31/03/25	31/03/24
	£'000	£'000
Other debtors and prepayments	562	343
Related company – Christian Aid UK (Note 20)	87	346
	649	689

### 13. Creditors

Amounts falling due within one year	31/03/25	31/03/24
	£'000	£'000
Related company – Christian Aid UK (Note 20)	-	-
Other creditors	54	40
Payroll Taxes	33	32
	87	72

### 14. Restricted Funds

	Opening balance	Incoming resources	Outgoing expenditure	Transfers	Closing balance
	£'000	£'000	£'000	£'000	£'000
<b>Appeal Funds:</b>					
Ukraine Crisis Appeal 2024	-	7	(7)	-	-
Turkey & Syria Earthquake Appeal	-	2	(2)	-	-
Middle East Crisis Appeal 2024	-	77	(77)	-	-
Sudan Crisis Appeal - Jan 2025	-	8	(8)	-	-
Myanmar Earthquake Appeal	-	10	(10)	-	-
<b>Total Appeal Funds:</b>	-	104	(104)	-	-
<b>Other Restricted Funds:</b>					
Denominational	924	229	(407)	(1)	745
Other earmarked income	20	5	(5)	-	20
<b>Total Other Restricted Funds:</b>	944	234	(412)	(1)	765
<b>Total Restricted Funds</b>	944	338	(516)	(1)	765

### 15. Unrestricted Funds

	Opening balance	Incoming resources	Expenditure	Transfers	Other gains/ (losses)	Closing balance
	£'000	£'000	£'000	£'000	£'000	£'000
Operational reserve	634	-	-	57	-	691
Fixed Assets	9	-	(3)	-	-	6
Other designated funds	937	-	-	191	-	1,128
<b>Total designated funds</b>	1,580	-	(3)	248	-	1,825
Other unrestricted funds	-	1,632	(1,385)	(248)	1	-
<b>Total unrestricted funds</b>	1,580	1,632	(1,388)	-	1	1,825

At 31 March 2025, £1,128k was set aside as other designated funds, £92k for voluntary income generation investment, £360k for budgeted deficit and £676k for project funding.

## 16. Analysis of Net Assets

Fund balances as at 31 March 2025 are represented by:	Unrestricted Funds Designated £'000	Unrestricted Funds Other £'000	Restricted Funds £'000	Total £'000
Fixed assets	-	6	-	6
Deposits and cash at bank and in hand	1,128	129	765	2,022
Other current assets	-	649	-	649
Current liabilities	-	(87)	-	(87)
<b>Total net assets</b>	<b>1,128</b>	<b>697</b>	<b>765</b>	<b>2,590</b>

## 17. Leasing Commitments

The company has the following lease commitments:

		31/03/25 £'000	31/03/24 £'000
Building leases	Within 1 year	30	30
Building leases	1 – 5 years	-	-
Car lease	Within 1 year	8	8
Car lease	1-5 years	13	21
Operating leases on equipment	Within 1 year	1	-
Operating leases on equipment	1 – 5 years	1	-
		<b>53</b>	<b>59</b>

## 18. Other Commitments

There have been no significant capital commitments contracted for by the company or authorised by the directors but not yet contracted for as at 31 March 2025.

## 19. Legal Status

By Article 40 of the Companies (NI) Order 1986, the company is exempt from including the word "limited" in its name. The company is limited by guarantee and has no share capital.

## 20. Related Party Transactions

Christian Aid Ireland operates on an all-Ireland basis and two companies have been registered under the name Christian Aid Ireland, one in Northern Ireland and one in the Republic of Ireland. Ten of the Board members sit on the Board of both companies and four board members are unique to each of the companies.

Christian Aid Ireland is part of the wider Christian Aid family and is a related party of Christian Aid (a company registered in the UK, company no. 517525, charity no. 1105851). Christian Aid Ireland shares the International Department of Christian Aid and receives some services, including Human Resources, Information Technology and Supporter Relations support.

Christian Aid Ireland receive a share of the profits of Christian Aid Trading Limited.

The company has the following related party transactions with:

- Christian Aid (registered in the UK as Company no. 5171525, Charity no. 1105851)
- Christian Aid Ireland (Republic of Ireland Company no. 426928)
- Christian Aid Trading Limited (registered in the UK, Company no. 01001742):

	CA UK	CAI
	£'000	£'000
<b>Opening Balance (Inter-company Debtor – Note 12 / Creditor – Note 13)</b>	<b>346</b>	<b>-</b>
<b>Transactions during the year</b>		
Income	213	86
Grants Expenditure	(138)	(108)
Payment	(258)	22
Expenditure	(76)	-
<b>Closing Balance (Inter-company Debtor – Note 12 / Creditor – Note 13)</b>	<b>87</b>	<b>-</b>

Income represents Deed of gift paid to the relevant company; income from recharges of salaries; transfer of investment fund money or funding received to settle intercompany balances.

Grant expenditure to CA UK represents restricted grant to overseas partners.

Other expenditure includes reimbursement of expenses or salaries on behalf of the related company, payment of deed of gift; transfer of funding to related company or the transfer of income previously received into the incorrect company.

## 21. Ultimate Controlling Party

The members of Christian Aid Ireland are considered to be the ultimate controlling party.

**Christian Aid Ireland**

Northern Ireland - Charity number 101631

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# Accounts

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**Christian Aid Ireland – Northern Ireland**  
**(a company limited by guarantee, not having a share capital)**

**Financial Statements for the year ended 31 March 2024**

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## Administrative Details

The following were members of the Board of Directors of the organisation for the year to 31 March 2024:

**Chair**  
Rev Dr Liz Hughes

**Vice Chair**  
Mr Graham White (Resigned Apr 23)  
Dr Nicola Brady (Appointed Jul 23)

**Board of Directors**  
Dr Steve Aiken  
Ms Pauline Conway  
Mr Geoffrey Corry  
Rev Colin Darling  
Mr Hal Hosford  
Rev Uel Marrs (Appointed Nov 23)  
Rev Paul Maxwell (Appointed Nov 23)  
Very Rev Dr Ivan Patterson (Appointed Nov 23)  
Rev Dr Livingstone Thompson  
Ms Maeve Marnell

**Company Secretary**  
Mr Hal Hosford

**Income, Finance, Risk and Audit Committee**  
Ms Maeve Marnell (Chair)  
Mr Hal Hosford  
Rev Dr Liz Hughes  
Rev Dr Livingstone Thompson  
Dr Steve Aiken (Appointed Oct 23)  
Ms Susan Webb (Appointed Feb 24)  
Mr Graham White (Resigned Apr 23)

**Nominations and Board Governance Committee**  
Dr Nicola Brady (Chair)  
Rev Dr Liz Hughes  
Ms Gillian Kingston (External)

**International Programme Advisory Committee**  
Ms Pauline Conway (Chair)  
Mr Geoffrey Corry  
Ed O'Donovan (External)  
Rosario Kunda (External)  
Bob Hanna (External)

**Fundraising and Communications Committee**  
Dr Steve Aiken (Chair)  
Dr Nicola Brady  
Colin Skehan (External)  
Jane Adrain (External)  
Megan Ross (External)

**Chief Executive Officer**  
Mrs Rosamond Bennett

**Leadership Team**  
Mr Paul Quinn  
*Head of Peacebuilding & Conflict Prevention*

Mr Scott Smith  
*Head of Finance & Governance*

Mrs Ruth Cooke  
*Head of Fundraising & Supporter Engagement*

Mr Conor O'Neill  
*Head of Policy & Advocacy*

Ms Clara Loughney  
*Head of Programme Development*

Mr Gordon Shannon  
*Head of Programme Funding*

Mr Paul Donohoe  
*Head of Media & Communications*

**Registered Office Belfast**  
Linden House  
Beechill Business Park  
96 Beechill Road  
Belfast BT8 7QN

**Principal Bankers Belfast**  
Danske Bank  
Benmore House  
353 Lisburn Road  
Belfast BT9 7EP

**Auditors**  
Crowe Ireland  
Chartered Accountants & Statutory Audit Firm  
40 Mesplil Road  
Dublin 4  
D04 C2N4

**Solicitors Belfast**  
Carson & McDowell  
Murray House  
Murray Street  
Belfast BT1 6DN

**Company/ Charity Numbers NI**  
Company no: NI059154 (NI)  
Charity Registration no: XR94639 (NI)  
Charity Commission for NI no: NIC101631 (NI)

## Directors'/Trustees' Strategic Report

The Directors have pleasure in submitting their Annual Report and audited Financial Statements of the company for the year ended 31 March 2024.

### Structure, Management and Governance

#### Legal Status

Christian Aid Ireland, a Public Benefit Entity, is the development agency of the Church of Ireland, the Presbyterian Church in Ireland, the Methodist Church in Ireland, the Non-Subscribing Presbyterian Church of Ireland, the Moravian Church, the Salvation Army, the Religious Society of Friends (Quakers) and the Irish Council of Churches.

Christian Aid Ireland operates on an all-Ireland basis however two companies have been registered under the name Christian Aid Ireland.

- In **Northern Ireland**, Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number NI059154). In Northern Ireland, the company is registered with the Charity Commission of Northern Ireland (Charity Number XR94639). The financial statements are prepared in Sterling and are fully audited.
- In the **Republic of Ireland** Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number 426928). In the Republic of Ireland, the company is registered with the Charities Regulatory Authority (Charity Number CHY6998). The financial statements are prepared in Euro and fully audited.

The two companies comply with all the legal and fiscal requirements of their own jurisdictions but operate together and produce a non-statutory report and combined accounts for the whole of Ireland to reflect this position. Both organisations are governed by their Memorandum and Articles of Association and provide for member-based organisations limited by guarantee.

#### Related Organisations

Christian Aid Ireland is part of the wider Christian Aid family and is a related party of Christian Aid (a company registered in the UK, company no. 517525, charity no. 1105851). Christian Aid Ireland shares the International Department of Christian Aid and receives some services, including Human Resources, Information Technology and Supporter Relations support.

#### Board Members and Structure

Christian Aid Ireland as discussed above operates on an all-Ireland basis under two limited companies registered under the name Christian Aid Ireland. The Trustees are also full Directors of Christian Aid Ireland for Company Law purposes.

Directors are drawn from diverse backgrounds in business, professional life and member churches. This ensures a broad range of experience and skills are brought to Board deliberations. Two categories of Directors exist: at least eight (max. 10) representatives of the member churches and up to 7 other representatives appointed by the Board of Christian Aid Ireland. There are 6 Board members in common between the Northern Ireland and Republic of Ireland companies and 8 Directors who sit only on one of the two company Boards.

New Directors are nominated by the Nominations and Board Governance Committee and appointed by the members at the Annual General Meeting. New Directors participate in an induction programme where they are introduced to the work of Christian Aid Ireland and meet individually with the executive leadership team to gain an overview of the organisation's structure and governance arrangements to enable them to fulfil their roles. Further training for appointees and all Board members is given as and when required, or if specifically requested. Board and staff members adhere to a Code of Conduct and a Declaration of Interests is completed annually.

One quarter of the Directors retire each year by rotation.

The Board's principal responsibilities include: determining the overall strategy, policies, direction and goals of Christian Aid Ireland; protecting and promoting the identity and values of the charity; and fulfilling their statutory responsibilities. The Board delegates the day to day operation of the organisation to the CEO and the Leadership Team.

There are clear distinctions between the role of the Board and the executive leadership team. The executive leadership team is responsible for preparing policy, strategic planning budgets, financial reports and risk registers which are approved by the Board. The executive leadership team then implements the policy, plans and budgets and these are continually monitored by the Board.

No directors receive remuneration for their services to Christian Aid Ireland but are reimbursed for any incidental expenses claimed.

During the past financial year, the Board met five times, giving the members the opportunity to develop greater understanding of the organisation's objectives and performance. Three new board members participated in induction training.

There are currently four committees of the Board:

- Income, Finance, Risk and Audit Committee
- Nominations and Board Governance Committee
- International Programme Advisory Committee
- Fundraising and Communications Committee

*Income, Finance, Risk and Audit Committee (IFRA)*

The IFRA meets at least quarterly and is made up of between 3 and 8 members. Up to four members can be appointed by the Board (at least one being drawn from each of the NI and ROI Boards). The Chair is nominated by the Nominations and Board Governance Committee. The Committee has the authority to obtain specialist external advice when required or if necessary to invite someone with specialist skills onto IFRA for a specified period. The quorum is three members of the Income, Finance, Risk and Audit Committee, two of whom must be Directors. Christian Aid Ireland has one external member of IFRA who is not a member of the Board (Ms Jackie Trainor).

The IFRA operates under terms of reference and assists the Board in their responsibility in:

- ensuring that the organisation's accountability framework is fit for purpose
- examining and reviewing all systems and methods of financial control
- ensuring that adequate processes exist for the identification, analysis and management of risk
- reviewing the recommendations contained within both internal and external audits and ensuring an appropriate implementation process is in place
- ensuring the charity is complying with relevant laws, financial regulations, appropriate voluntary codes and recognised good practice.

The IFRA reviews the principles governing the pay and benefits of all employees and recommends to the Board for approval any increase in remuneration of employees including key management personnel and the Chief Executive.

The IFRA reports to the Board at each Board meeting and the minutes of their meetings are shared with the Board. The IFRA reviews the annual financial statements and detailed budget for the year, ensuring that it is in line with the strategic priorities of the organisation and recommends both for approval to the Board. Monitoring of performance against budget is done on a regular basis.

The IFRA met four times during the year.

#### *Nominations and Board Governance Committee (N&BG)*

The Nominations and Board Governance Committee is responsible for seeking nominations for the recruitment of new Board members. Its primary concern is to ensure that there is a strong Board in place which continues to have a mix of skills, experience, qualities and knowledge appropriate to Christian Aid Ireland's structures and the needs of its beneficiaries, so that the organisation can respond to the challenges and opportunities it faces. Christian Aid Ireland has one external member of N&BG who is not a member of the Board (Ms Gillian Kingston).

The Nominations and Board Governance Committee adheres to the Terms of Reference agreed by the Board for how the Committee operates. It presents its recommendations to the Board prior to the AGM and the Board issues a slate of names for the members to vote on at the AGM, usually held in October each year.

The Nominations and Board Governance Committee met in full four times during the year.

#### *International Programme Advisory Committee (IPAC)*

The IPAC meets at least three times each year and is made up of between 3 and 5 members. At least two members must be members of the Board. The Chair is nominated by the Nominations and Board Governance Committee. Christian Aid Ireland has three external members of IPAC who are not members of the Board (Ed O'Donovan, Rosario Kunda & Bob Hanna).

The purpose of IPAC is to advise on the development of Christian Aid Ireland's international programme work and to monitor the impact of this work.

This Committee fulfils an advisory, governance and supporting role:

- **Advisory:** provides advice to the Head of Programmes on policy and strategy decisions affecting the fulfilment of CAI's international programme of work.
- **Governance:** oversees the implementation of CAI's programme work in line with the organisational Strategic Plan and reports on this to the Board.
- Understanding of the field work of CAI and its impact on communities in the global south through beneficiary stories of change.

In fulfilling this purpose the IPAC has the following responsibilities:

- **Monitor major organisational initiatives impacting on international programme work** - will challenge, support and contribute to any major organisational initiatives of relevance to the International Programme (such as reviews of strategy or structure).
- **Review and Approval of Policies and Strategies** - focussing on organisational learning, the IPAC will review and, where appropriate, approve: Programme Policies and Strategies (including Safeguarding).
- **Accountability**
  - periodically review and, where relevant, make recommendations to the Programme Development Unit (PDU) to strengthen CAI's framework for impact measurement and reporting on the changes to people's lives.
  - will review and provide feedback on selected programme evaluations and major strategic evaluations and reviews conducted within CAI.
  - will review the lessons and implications of research conducted by/under the auspices of CAI.
  - will review CAI's programme progress on an annual basis against the Strategic Plan.
  - will review the narrative within the Annual Report.

The International Programme Advisory Committee met in full four times during the year.

*Fundraising and Communications Committee (FCC)*

The FCC meets at least three times each year and is made up of between 3 and 5 members. At least two members must be members of the Board. The Chair is nominated by the Nominations and Board Governance Committee. Christian Aid Ireland has three external members of FCC who are not members of the Board (Collin Skehan, Jane Adrain & Megan Ross).

The purpose of FCC is to advise on the development of Christian Aid Ireland's voluntary fundraising and communications work and to monitor the impact of this work.

This Committee fulfils an advisory, governance and supporting role:

- **Advisory:** the Committee provides advice to the Head of Fundraising and Supporter Engagement, and the Head of Communications, on strategic planning.
- **Governance:** the Committee oversees the implementation of CAI's voluntary fundraising and communications strategies in line with the organisational Strategic Plan and reports on this to the Board.
- **Supporting:** the Committee supports the Christian Aid Ireland Board in its implementation and oversight of voluntary fundraising and communications activities and priorities.

In fulfilling this purpose, the FCC has the following responsibilities:

- To consider the framework for oversight of voluntary fundraising and communications, in light of the fundraising and communications strategies, including policy-setting, assurance, regulatory compliance and training.
- To provide advice to the Board on voluntary fundraising performance and communications impact.
- To keep under consideration the links between institutional fundraising and voluntary fundraising within Christian Aid Ireland

The Fundraising and Communications Committee met in full once during the year.

**Board and Committee attendance**  
**Board Attendance during the year was as follows:**

<b>Name</b>	<b>Board</b>	<b>IFRA</b>	<b>N&amp;BG</b>	<b>IPAC</b>	<b>FCC</b>
Rev Dr Liz Hughes	5/5	4/4	4/4		
Dr Steve Aiken	4/5	1/2			1/1
Dr Nicola Brady	5/5		4/4		1/1
Ms Pauline Conway	5/5			4/4	
Mr Geoffrey Corry	5/5			3/4	
Rev Colin Darling	5/5				
Mr Hal Hosford	5/5	4/4			
Ms Maeve Mamell	5/5	4/4			
Rev Uel Marrs (Appointed Nov 23)	2/3				
Rev Paul Maxwell (Appointed Nov 23)	2/3				
Very Rev Dr Ivan Patterson (Appointed Nov 23)	1/3				
Rev Dr Livingstone Thompson	3/5	4/4			
Mr Graham White (Resigned Apr 23)	0/0	0/0			

## Profile of Board Members

<b>Rev Dr Liz Hughes (Chair)</b>	<b>Rev Dr Liz Hughes is a retired Presbyterian Minister and former chair of the Council for Global Mission. She worked as a missionary overseas for several years before returning to Northern Ireland, where she eventually worked as Minister of Whitehouse Presbyterian Church.</b>
<b>Dr Steve Aiken</b>	<b>Dr Steve Aiken was Leader of the Ulster Unionist Party and is an MLA for South Antrim. He spent 32 years in the Royal Navy, commanding submarines and working extensively in the Middle East. He holds a PhD and MPhil from the University of Cambridge in the field of international relations. He is a member of Kilbride Church of Ireland and lives in Ballyclare, County Antrim.</b>
<b>Dr Nicola Brady (Vice Chair)</b>	<b>Dr Nicola Brady is General Secretary of Churches Together in Britain and Ireland.</b>
<b>Ms Pauline Conway</b>	<b>Ms Pauline Conway is a former Irish diplomat, who served in the Department of Foreign Affairs and Trade from 1979 - 2009. Pauline is actively interested in climate change issues. She is a parishioner of Guardian Angels Church, Newtownpark Avenue, Blackrock, Dublin.</b>
<b>Mr Geoffrey Corry</b>	<b>Mr Geoffrey Corry is a Dublin Methodist. He started out as Youth Officer and switched careers in 1987 to become a self-employed dialogue facilitator, family mediator and mediation trainer running his own courses for over thirty years. He has direct experience of working in conflict situations in Israel/Palestine, Colombia, Haiti and West Africa.</b>
<b>Rev Colin Darling</b>	<b>Rev Colin Darling is rector of St John's Killyleagh. Colin is passionate about helping people on their journey of faith. Wherever they happen to be on that journey.</b>
<b>Mr Hal Hosford</b>	<b>Mr Hal Hosford is a chartered accountant, a member of Dun Laoghaire Methodist Church and a Trustee of the Methodist Church in Ireland.</b>
<b>Ms Maeve Marnell</b>	<b>Ms Maeve Marnell is a solicitor. Maeve founded the charity Food For Thought Africa in 2007 and remains an Executive Trustee. Maeve has been involved in the Northern Ireland Council for Integrated Education since 2016 and is an independent assessor for the Commissioner for Public Appointments NI.</b>

**Rev Uel Marrs  
(Appointed Nov 23)**

**Rev Uel Marrs is Secretary of Council for Global Mission of Presbyterian Church in Ireland.**

**Rev Paul Maxwell  
(Appointed Nov 23)**

**After serving as a Lay Pastoral Assistant on the Cork South and Kerry Circuit of the Methodist Church in Ireland, Paul candidated for the Methodist ministry and was Ordained in 2011. Paul's ministry has taken him to Cavan, Longford, Carlow, and Kilkenny and he is currently stationed in Dundonald on the Belfast Circuit. He is also the Convenor of the Methodist Church in Ireland's World Development and Relief Committee and a member of the Irish Methodist World Mission Partnership Committee, Irish Methodist Safeguarding Board and the European Commission on Mission, a committee on World Development and Mission for the European Methodist Church.**

**Very Rev Dr Ivan  
Patterson (Appointed  
Nov 23)**

**Ordained Minister in the Presbyterian Church in Ireland. Ministered in Newcastle, Co Down for 22 years before retiring. Moderator of PCI 2011 and President of the Irish Council of Church 2019-21. Convener of Union College's Management Committee. Long time involvement in Central Europe especially Hungary and Romania.**

**Rev Dr Livingstone  
Thompson**

**Rev Dr Livingstone Thompson is a religion specialist and theologian. He brings a wealth of knowledge in a number of fields and experience and skills in Diversity and Inclusion training and in the management of non-governmental organisations.**

## Strategy

During 2022, the Board of Christian Aid Ireland approved a new five year (2022-2026) organisational strategy titled "Stronger Together".

## Mission

Everyone is equal in the sight of God, yet we live in a world where the scandal of poverty, inequality and injustice persists. We act as a global movement of people to respond in practical ways to alleviate suffering; to expose and eradicate misuses of power; and to provide humanitarian support in crises and emergencies. We are a faith-based organisation, anchored in many church congregations and a wide network of trusted partnerships with organisations across the world who hold the same values. We bear witness, amplifying the voice of the marginalised and using our global presence to create a movement of people who passionately champion dignity, equality and justice for all.

## Vision

A world where:

- Everyone lives in dignity, free from poverty, injustice, inequality and violence.
- Global resources are shared fairly and used sustainably.
- The voices of those living in poverty and crisis are amplified so their stories are heard and their struggles championed.

## Values

Love, Dignity, Justice, Equality, and Integrity

## Identity

We are here to help end poverty, injustice, inequality and violence in some of the poorest countries across the world.

We are an international development agency founded by the Protestant churches of Britain and Ireland. Christian Aid Ireland is a separate independent entity within the wider Christian Aid family, sharing the same vision and values. Our work is based on our Christian belief that everyone is created in the image of God and deserves to have a full life.

We tackle both the symptoms and root causes of poverty and injustice, challenging the systems and structures that keep people poor, powerless, marginalised and vulnerable.

We support people of all faiths and none by working with local partners in around 30 countries in Africa, Asia, the Middle East, Latin America and Eastern Europe. Over two thirds of the countries we work in are affected by conflict.

We are a global movement of people, churches and partner organisations who passionately champion dignity, equality and justice worldwide. We are the change makers, the peacemakers, the mighty of heart.

We are a member of ACT Alliance (Action by Churches Together), the worldwide ecumenical network for emergency relief. We are also a member of the IEA (Irish Emergencies Alliance).

**Where we work:**

**Christian Aid works globally in 27 countries in partnership with faith-based and secular partner organisations.**

**Christian Aid Ireland has a special focus on 23 core countries, where we concentrate our efforts and resources to best effect.**

**Our focus countries are:**

- **Africa: Burkina Faso, Burundi, Democratic Republic of Congo (DRC), Ethiopia, Kenya, Malawi, Sierra Leone, South Sudan, Zimbabwe and Nigeria.**
- **Asia, Middle East: Afghanistan, Bangladesh, Syria, Lebanon, Israel and the Occupied Palestinian Territory (IoPt), Myanmar.**
- **Latin America and the Caribbean: Colombia, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras**
- **Europe: Ukraine**

## How we work

### *Working through partnership:*

People living in poverty are the real experts on their situation. They should have the power to shape their future and fulfil their human rights. That is why we work with local organisations or partners that have a unique insight into the problems faced by their communities. Together we develop projects tailored to meet the needs of communities, which differ across locations and contexts.

We work to ensure that people living in poverty, especially women and excluded groups, can participate in decision-making, holding those in power to account. Working through partner organisations also means that we can provide support as soon as emergencies happen and ensure that a locally-led response is sustained both during and after a crisis.

## How we engage and communicate with stakeholders

Christian Aid Ireland communicates regularly with our supporters about how their generous donations are put to use to tackle poverty and injustice. Our website, christianaid.ie, alongside our main social media channels, Facebook, Twitter and Instagram, are the primary ways in which we share regular updates. We produce two 16-page magazines a year in May and October, with feature articles about our overseas work. Church and community initiatives across the Republic of Ireland and Northern Ireland include regular outreach and information events to facilitate face-to-face engagement and exchange with our valued supporters.

## How we engage with staff: remuneration policy

HR is provided under a shared service agreement from the London office and to date our remuneration policy follows their written policy.

Salaries are set within a policy that reflects the values and ethos of the organisation, benchmarking against other comparable charities and church organisations at a level that is just below or at the median of these comparators.

The basic principle for determining salaries is that employees carrying out the same or similar jobs in the same location are paid the same or similar salary. Salaries differ where jobs are of a different size, complexity, responsibility and accountability.

Tackling global poverty and social injustice is highly complex and we value the contribution that each individual employee makes to our organisation's success. Our approach to reward is guided by the following principles which are applied equally to all our staff wherever they are located and whatever their position:

- We will provide a total reward package which recognises contribution to the achievement of our aims.
- Our reward offering will be competitive in the marketplace from which we draw the people we need.
- The reward decisions we make will be consistent and based on objective assessment of our organisational needs.
- Wherever we can we will offer flexibility and choice so that individuals can achieve what is most relevant and has most value to them.
- We will make arrangements which comply fully with relevant legislation wherever we are operating.

Christian Aid Ireland monitors any changes to policy or uplifts applied by Christian Aid and decides whether the changes are applicable, relevant and appropriate to each of the jurisdictions in which we

operate (namely Northern Ireland and Republic of Ireland). Pay uplifts are discussed and reviewed by the Income, Finance, Risk and Audit committee (IFRA) and approved by the Board.

#### Commitment to best practice in Corporate Governance

Christian Aid Ireland is committed to the standards contained within the Irish Development NGOs Code of Corporate Governance as developed by Dóchas. The aim of the code is to determine and formulate standards of best practice in corporate governance applicable to the Development NGO sector with a view to strengthening the impact and quality of Development NGO work and enhancing stakeholder confidence in the sector.

Christian Aid Ireland believes that it is compliant with the Charities Governance Code as required by the Charities Regulator. Reporting on compliance was required by January 2021. This code has replaced the Dóchas code referred to above.

#### Objectives

Christian Aid Ireland believes in tackling the root causes of poverty, not just the symptoms. We believe the world can and must be changed so that there is equality, dignity and freedom for all. We are driven to make this change happen and to inspire others to help make it happen.

Poverty, power, prophetic voice and partnership are the four core pillars of our understanding of how to address and eradicate poverty.

**Our organisational strategy to help us achieve these four pillars is based around these 4 statements of strategic intent:**

#### **Building a movement across Ireland:**

Amplifying the voices of those living in poverty and crisis in the countries we work in, we will mobilise individuals, churches, coalitions and other organisations to work with us for the world we want to see.

#### **Building peaceful just and inclusive societies:**

We will work in solidarity with our partners to address the root causes and symptoms of poverty and meet the needs of marginalised people and communities in crises and conflict. We will bring together our life-saving humanitarian work, longer term development programmes and peacebuilding efforts to better support people living in crisis situations.

#### **Demanding gender equality and supporting people who face discrimination:**

We will work in solidarity with our partners to challenge injustice so that everyone, especially women and girls and those discriminated against because of their identity, can live a full life.

#### **Tackling the root causes of injustice:**

We will identify, challenge and change the systems and structures that keep people in poverty, tackling imbalances in power and ensuring the world's resources are shared fairly and sustainably.

Our corporate priorities are:

**Corporate Priority 1. Increase institutional income:** We seek to grow and diversify our income sources and manage our costs effectively. We also commit to influencing donors to provide flexible funding to locally-led humanitarian, development and peacebuilding initiatives.

**Corporate Priority 2. Increase non institutional income:** We have seen a decline in unrestricted income over the last few years in particular areas such as Christian Aid Week house to house collections. We commit to growing our income and inspiring donors to give generously, from

Individual supporters to trusts, churches and institutions to ensure our vision of the world we want to see is funded both now and in the future.

**Corporate Priority 3. Organisational operational excellence:** we commit to Christian Aid Ireland being a positive place to work for and with. This includes: Being a diverse, welcoming, inclusive and safe space to work regardless of race, ethnicity, faith, disability, social background or sexual orientation; Ensuring our values of love, dignity, justice, equality and integrity are lived out through all aspects of our work; Being accountable to our donors, supporters and the communities we work with by managing our resources, delivering our work effectively and efficiently and minimising our footprint on this fragile earth; Committing to our own learning and development; Monitoring our work.

**Corporate Priority 4. Deliver impact in our programmes:** In line with our organisational strategy we will:

*Deliver quality programmes focused on; building peaceful, just and inclusive societies by providing life-saving emergency support, meaningfully involving women, youth and marginalised people in peacebuilding & conflict prevention processes and supporting people to demand their basic rights and promoting human rights; demanding gender equality and supporting people who face discrimination by partnering with feminist and minority-led organisations to bring about gender equality, promoting and protecting the efforts of our partners, human rights defenders and activists to bring an end to discrimination, strengthen the protection of vulnerable groups, using our expertise to support and strengthen partners to reduce and respond to violence against women, girls and other at-risk groups and striving to 'Leave No One Behind'*

*Deepen our commitment to working in partnership by: championing the wishes and preferences of the people we work with and shifting power to local communities; deepening our understanding of how our power shapes our partnerships; learning from the expertise of local partner organisations and the first hand experiences of the communities we work with; providing more sustained financial support to our local partner organisations.*

**Corporate Priority 5. Build a movement across Ireland:** We will do this by: deepening and nurturing our relationships with churches and congregations to expose the issues of injustice and inequality and to understand the depth and complexity of these issues and how we can respond as Christians; encouraging individuals, churches, schools and groups to speak up for justice and influence change; galvanising volunteers to give their time and talents to grow support and invite people to pray with us; moving people to pray and act in solidarity with those living in poverty connecting us as global neighbours; deepening public awareness and understanding of our unequal world by faithfully telling the stories of those living in poverty and crisis and helping supporters explore how they can act as global citizens to build a better world.

**Corporate Priority 6. Tackle the root causes of injustice:** We will do this by: Building alliances to shift government policy in Ireland and globally; informing and challenging political leaders to take action, advocating for changes in laws and policies at governmental, EU and UN levels and holding those in power to account; demanding a more just economic system where power and resources are shifted from a small number of extraordinarily wealthy countries to individuals and communities that have been excluded; pushing for fairer global rules in tax, finance and corporate accountability; demanding fairer climate action ensuring wealthy, high-emitting countries step up and deliver their fair share of the global effort needed; producing timely, thorough and impactful research and analysis working with local partner organisations to highlight injustice, isolate its causes and raise awareness of the action needed to end it.

## Corporate Priority 1: Increase institutional income

As we seek to grow and diversify our income sources, we have made a number of funding submissions over the course of the year. The submissions have either been directly from CAI or as part of a submission from the wider CA family. An overview of the highlights during the year are as follows:

- CAI had 2 successful ECHO consortia proposals in Myanmar for the Front Line Emergency Responder project and Cyclone Mocha emergency. These totalled €1m of new ECHO funds for CAI
- CAI, on behalf of the wider CA family, is now globally leading on all ECHO funding and EU funding opportunities and donor engagement
- CAI Institutional Funding has positively exceeded expectations and has exceeded FY23/24 Income Target
- CAI has secured membership of the VOICE EU –the network of European humanitarian INGOs - (<https://voicceu.org>)
- CAI was one of 3 organisations successful in an Irish Aid call for proposals to support capacity building of local organisations in Ukraine
- CAI secured an ECHO Top Up Grant of €150,000 for ECHO Front Line Emergency Response project in Myanmar
- Three (Sierra Leone - \$1.9m, Columbia - \$1.75m & Haiti - \$1.5m) UN Peacebuilding Fund (UNPBF) applications were successful (doubling the number of PBF contracts to date)
- With assistance from CAI's Peacebuilding and Conflict Prevention Team, Christian Aid was accepted to the FCDO Conflict, Stability and Security Fund (CSSF) Framework (fund value: £300,000,000). In addition, CA has also been accepted to the FCDO Global Development Delivery Framework (GDD) framework (contract range £5m to £100m - fund value GBP 3,000,000,000), focused on the conflict streams of work. Christian Aid was the only successful NGO-led consortium in this framework
- 7 further ECHO proposals were submitted this year. We have received 1 response so far – CAI has been pre-selected for the proposal submitted in South Sudan. Responses to proposals for Myanmar, Burkina Faso, NW Nigeria, NE Nigeria, Palestine and Haiti are awaited

## Corporate Priority 2: Increase non institutional income

We recognise that a large percentage of our public income is generated by and through churches and individuals who are part of a worshipping community. An analysis of our total income in the past ten years showed relative stability but also the need to put in place a growth strategy, prioritising the channels of regular giving, legacies and major gifts, while continuing to work closely with our core church partnerships and events programmes particularly in the areas of regular giving and legacy gifts.

Christian Aid Ireland's public fundraising comes from a mix of audiences including churches, trusts, individual direct mail donations, regular gifts, legacies, a shop and some major donor relationships. We value our major annual public fundraising event, Christian Aid Week but also recognise the challenges faced by those who lead the house to house collection in Northern Ireland. We have finalised our case for support. We continue to explore and expand digital fundraising opportunities.

We have created a dedicated Fundraising and Communications Committee to advise on the work of voluntary fundraising and communications.

We are grateful for the generous support of our small portfolio of trusts and foundations in Ireland who have enabled us to support a variety of programmes.

We have been incredibly encouraged by the generosity of our denominational partners in recent times. The Presbyterian World Development Appeal has been supporting projects in Sierra Leone, South Sudan and Haiti and additional funding was provided for the ongoing humanitarian appeal for Ukraine. The Church of Ireland Bishops Appeal have continued to support our work in countries such

as Malawi and Turkey/Syria following the devastating earthquakes. The Methodist World Development and Relief Committee began a new partnership with us supporting a partner CASM in Honduras working on climate change adaptation in the dry corridor.

### Corporate Priority 3: Organisational operational excellence

We want to ensure that our staff have the right skills and abilities to deliver our priorities and that those staff can develop and flourish. We also want to ensure that our staff, partners, and volunteers are treated fairly, respectfully and with dignity.

Some Christian Aid Ireland staff continue to work from home and adapt to a different way of working. We continue to provide support where necessary in order to make this change as straight forward as possible.

We continued to ensure that processes and controls were in place within the charity, to ensure we conducted our work in an open, transparent and accountable manner to effectively manage and control the organisation, meeting all governance requirements. The Board met regularly, has diverse members, with good skills and mix of gender, has induction procedures in place and is well attended. Further details are outlined in the *Structure Management and Governance* section above. A number of policies were either reviewed or introduced over the course of the year.

A 3-year programme of head office Internal Audits is in place.

Christian Aid Ireland monitors and complies with legislation, standards and codes which are developed for the sector in Ireland. Christian Aid Ireland subscribes to and is compliant with the following standards:

- The Charities Act 2009
- Dóchas Code of Corporate Governance
- Dóchas Code of Conduct on Images and Messaging
- The Lobbying Act 2015
- The Charities Governance Code

The Board of Christian Aid Ireland have chosen to complete the self-assessment checklist on the Charities Governance code as issued by the Charities Regulator instead of the Dóchas Self-Assessment checklist. The Board believes that we are compliant with this code.

The Board aim to ensure the following six principles of charity governance are applied:

- advancing its charitable purpose
- behaving with integrity
- leading people
- exercising control
- working effectively and
- being accountable and transparent

There were no political contributions in the year ended 31 March 2024, and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). We have made all returns and submissions required by the Act.

We continue to monitor costs and try to ensure value for money in all our procurements. Regular financial monitoring takes place at Income, Finance, Risk and Audit Committee and Board meetings. Annual budget and 3-year projections are prepared to ensure financial infrastructure is in place to guide decision-making.

## Financial Review

The financial statements for Christian Aid Ireland are set out on page 40 to 54.

A detailed commentary on the principal sources of funding and the financial results for the year ended 31 March 2024 is set out below.

### Income

Income	31/03/24	31/03/23
	£'000	£'000
Income	2,153	2,697

During the year, the charity raised £2,153k (2022/23: £2,697k) which reflects the continued commitment of Christian Aid Ireland's very generous supporters and sponsoring churches to meeting the needs of poor communities throughout the world. The principal funding sources are outlined below:

### Donations

This includes Christian Aid week, Regular Gifts, Church Partnerships, General Donations, and Denominational appeals. Gift Aid on donations enabled Christian Aid Ireland to reclaim £170k on donations during the 2023/24 financial year.

Donations	31/03/24	31/03/23
	£'000	£'000
Christian Aid Week	367	407
Regular Gifts	397	405
Church/Denominational	350	824
General Donations	358	341
Emergency Appeals	276	493
Income	1,748	2,470

#### Christian Aid Week

We are working with our volunteer organisers and collectors to explore and diversify the annual house to house collection. Changing demographics and an increasingly cashless society requires us to be innovative in our approach to the Christian Aid Week appeal. Building on the integrity and commitment of our collectors, also offering different ways to engage the general public will offer opportunities to support our volunteers and increase public giving.

A wide range of activities take place during Christian Aid Week including our red envelope house to house collections, public street collections, coffee mornings, church collections and the Big Brekkie campaign. The amount raised for Christian Aid Week was £367k, down £40k (10%) on last year.

#### Regular Gifts

Regular gifts are payments made by generous and committed individuals on a monthly, quarterly or annual basis by direct debit or standing order. These donations are most important as they provide a source of predictable income and allow us to plan for future work. This raised £397k in the financial year (2022/23: £405k), a decrease of £8k (2%). Regular giving remains a key area for future growth in our fundraising strategy.

### **Church Partnerships and Denominational Income**

The churches continue to support us generously in our emergency and long-term development work. Income from Church Partnerships/Denominational income was £350k (2022/23: £824k).

The main Denominational/Church Income received during the year came from the Presbyterian Church in Ireland (PCI), Church of Ireland Bishops' Appeal (CIBA), the Methodist Church in Ireland (MCI) and the Religious Society of Friends (Quakers). Church Income also includes funding received from Christmas, Harvest and Easter/Lent appeals, speaking engagements, Church visits and the Black Santa appeal.

### **General Donations**

General donations are those donations received from general cash appeals, challenge events, community events, trusts & foundations and unsolicited income. Further details of these are noted in the Fundraising section of the Annual Report. Income from general donations totalled £358k (2022/23: £341k).

### **Emergency Appeals**

<b>Emergency Appeals</b>	<b>31/03/24</b>	<b>31/03/23</b>
	<b>£'000</b>	<b>£'000</b>
<b>Humanitarian Appeals:</b>		
Hunger Appeal	-	1
Afghanistan Appeal 2023	-	11
Ukraine Crisis Appeal 2023	74	55
East Africa Hunger Crisis Appeal	3	210
Turkey & Syria Earthquake Appeal	44	216
Libya Floods Appeal	60	-
Middle East Crisis Appeal 2023	95	-
<b>Emergency Appeals</b>	<b>276</b>	<b>493</b>

Emergency Appeals income fluctuates from year to year depending on the scale of disasters across the world. In the 2023/24 financial year, two new humanitarian appeals were launched.

Christian Aid Ireland supporters donated to our appeals during the 2023/24 year raising £276k (2022/23: £493k). This funding comes from the public, church denominations and trusts and foundations.

### **Legacies**

<b>Legacies</b>	<b>31/03/24</b>	<b>31/03/23</b>
	<b>£'000</b>	<b>£'000</b>
<b>Legacies</b>	<b>363</b>	<b>192</b>

We continue to receive donations from the legacies of exceptionally generous individuals, who remembered the work of Christian Aid Ireland with the world's poorest people in their wills. These individuals contributed £363k to income during the year (2022/23: £192k). This is another key area we hope to develop as outlined in our fundraising strategy.

## Other

Other Charitable Activities	31/03/24	31/03/23
	£'000	£'000
Other Trading Activities	28	28
Investments Income	14	7
Other Income	42	35

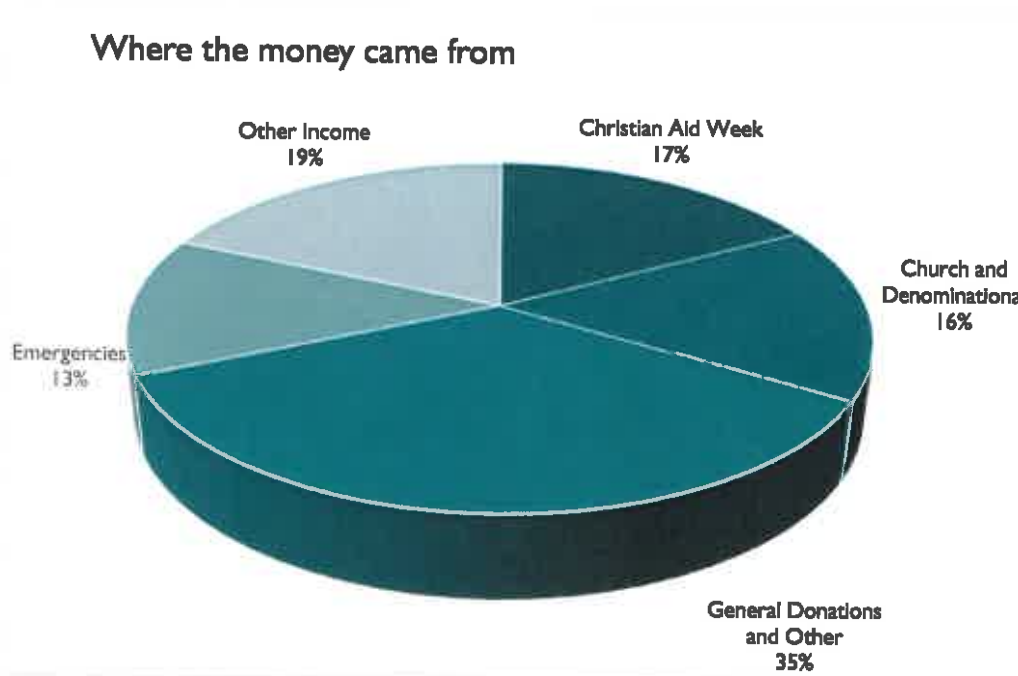
### Other Trading Activities

The trading income refers to the operation of our charity shop in Garvagh, Co. Londonderry. The income received from the shop amounted to £28k (2022/23: £28k).

### Investment Policy and Income

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year. The income from short term investments for the year was £14k (2022/23: £7k).

### Where the money came from



## Expenditure

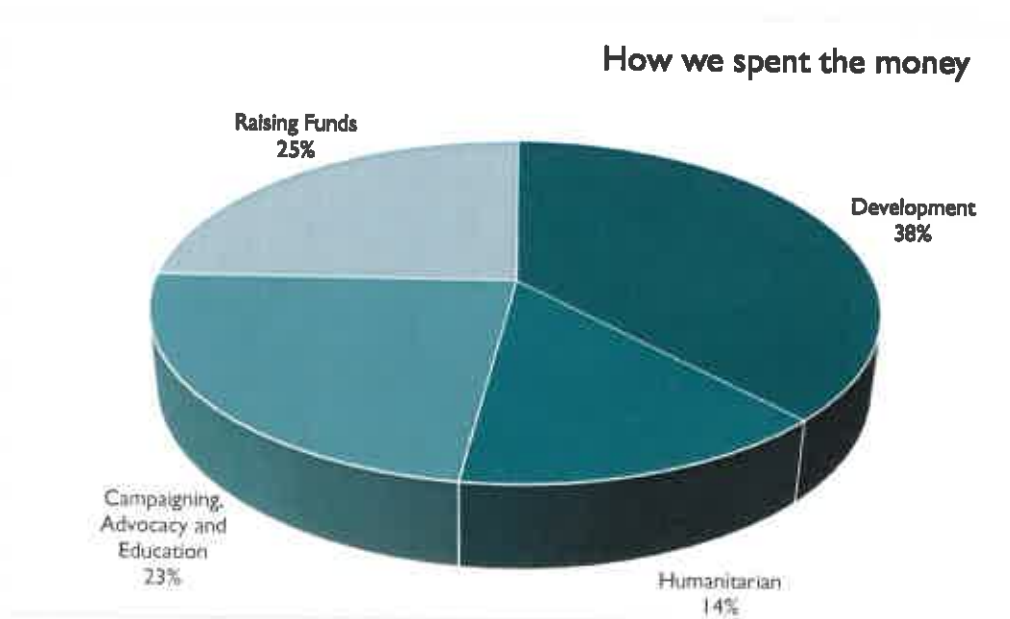
We spent a total of £1,928k (2022/23: £2,339k) during the year.

£1,452k (75%) was spent between our charitable activities as follows: Development £727k (38%); Humanitarian work £276k (14%) and Campaigning, Advocacy and Education £449k (23%).

We invested £476k (25%) in raising funds. For every £1 we spent on fundraising this year we raised £4.52 to further our work.

A key part of our work in development and emergencies is our work through partner organisations. These partnerships are funded by means of grants. To ensure that these partnerships are working effectively Christian Aid Ireland staff spend time working with partners to develop the most effective projects and programmes to be delivered, to increase the partners' capacity to deliver the programmes efficiently and effectively, and to monitor and evaluate and report on the work the partners have performed on our behalf. An analysis of where we spent our charitable funds is provided below.

## How we spent the money



## Reserves

The total reserves of £2,524k as at 31 March 2024 fall into two categories:

### *Restricted Funds*

Restricted funds are generated when the donor stipulates how a donation may be spent. In many cases there will be a time lag between when such funds are received and when they are spent. With emergency appeals there may be a need for immediate relief work, followed by longer term activities to rebuild people's lives and livelihoods, in line with the appeal request. This may result in appeal monies being spent over several years.

At 31 March 2024, we held £944k (2022/23: £879k) in restricted funds, mainly relating to denominational income. Restricted funds balances as at 31 March 2024 are detailed in Note 14 of the Financial Statements.

#### **Unrestricted Funds**

Unrestricted funds are generated when the donor does not stipulate how the income may be spent. Within certain operating needs, the charity's policy is to ensure that such funds are spent as soon as possible, while guaranteeing that these resources are used effectively.

Unrestricted funds include designated funds where the Directors have set aside money for a specific purpose. It is the policy of Christian Aid Ireland to hold a minimal operational reserve to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at any time. The level of this reserve is based upon the Directors' assessment of the likelihood of such financial contingencies and the impact they might have. In practical terms, the Directors have required that the organisation hold between 10 and 25 weeks of unrestricted spend as reserves.

At 31 March 2024, the unrestricted reserves were £1,580k (2022/23: £1,420k), of which £937k were set aside as other designated funds, £129k for voluntary income generation investment, £117k for budgeted deficit and £691k for project funding, £9k for fixed assets and the operational reserve of £634k (representing 22 weeks of unrestricted spend). These are unprecedented times, and this level of reserve is deemed necessary due to the uncertain nature of the impact from cost of living crisis on Christian Aid Ireland's unrestricted income. Unrestricted funds movements and balances as at 31 March 2024 are detailed in Note 15 of the Financial Statements.

#### **Corporate Priority 4: Deliver impact in our programmes**

The Peacebuilding & Conflict Prevention (PBCP) team has participated in and contributed to 2 separate thematic technical reviews of peacebuilding practice by the UN, the first on hate speech, the second on transitional justice.

We contributed to a new paper on the HDP nexus by EPLO aiming to draw out the peace component of the HDP Nexus.

Head of Programmes and Head of Programme Funding and Development attended a series of 5 workshops facilitated by Dóchas looking at locally led development and opportunities for joint advocacy to Irish Aid and other donors.

PBCP participated in meetings with global peacebuilding agencies in Geneva for PeaceNexus Foundation's specialist partner meeting, Geneva Peace Week, and UN side meetings on climate and conflict.

New Human Rights Defender protection guidance is being finalised for the PBCP programme framework (technical tools and guidance resource), to be rolled out through the community of practice.

The PBCP team presented the Pockets of Peace Report to the Alliance for Peacebuilding in the USA, a grouping of 200+ organizations working in 181 countries to end violent conflict and build sustainable peace.

CAI attended the European Humanitarian Forum and DG ECHO Partners Segment along with ACT EU meetings in Brussels in March (Head of Programme Funding and Head of Peacebuilding).

We have developed a position paper on locally-led development and humanitarian action which outlines our current approach to locally-led development and humanitarian action and highlights specific areas that we will prioritise in 2024.

#### Corporate Priority 5: Building a movement across Ireland

We are continually grateful for the consistent support we receive from our sponsoring churches – financially, prayerfully and in education of important development issues.

We exhibited as part of the Association of Mission Societies at the General Synod in Wexford in May, and gave out 70 CAW packs to ministers.

We travelled with PCI and a videographer to Sierra Leone in April to gather content ahead of their 2023/24 World Development Appeal.

We exhibited at two conferences and got involved in those conferences as much as we could – for example volunteering to speak with the teenagers about our work, and serving tea and coffee in the café area one evening.

We have completed and submitted a self-assessment for the IDEA code of good practice for Global Citizenship Education.

Belfast Bible College approached CAI to teach two classes of third year degree students.

We had a 'Talking Climate Justice' event in Portrush in collaboration with the One World festival.

We took part in a climate protest in Dublin as part of the Global Day Of Action to End Fossil Fuels.

We delivered a Talking Climate Justice event and spoke at the Climate Rally held in Belfast.

We have developed a new Gender Justice workshop.

We were quoted throughout COP28 achieving over 50 pieces of coverage.

#### Corporate Priority 6: Tackle the root causes of injustice

The policy and advocacy team built on our work and previous campaigning during 2023-24, focused on our two core priorities of economic justice and climate justice.

We were invited to participate in the National Economic Dialogue, hosted by the Irish Government. Our Head of Policy & Advocacy spoke about our research on **tax avoidance** and its impact on developing countries. We also provided input to the Irish Human Rights and Equality Commission (IHREC) ahead of a UN review of Irish economic policy.

We met key Irish officials and MEPs to advocate for support and improvement of a proposed new EU law to clean up **human rights** abuses in global supply chains. CAI also gave input as part of the DFA's advisory group on business & human rights.

With other NGOs in the Irish Coalition for Business & Human Rights (ICBHR), we held a satirical protest in St. Stephen's Green highlighting the issue of palm oil plantations and loss of natural resources in developing countries.

We worked with Christian Aid colleagues on a new research report assessing different options to pay for the landmark Loss & Damage fund agreed at COP27 ('The Loss & Damage Fund – Where Does the Money Come from?'). We also attended UN-level technical discussions that happen between COPs, focused on how the L&D fund will work in practice.

We wrote the international section of this Stop Climate Chaos submission to the Irish Government consultation, seeking expert advice for the 2024 Climate Action plan. It focused on climate finance & support for developing countries.

**We worked with UK/Latin America Caribbean colleagues on a new report on protecting human rights in the green energy transition. It is part of our ongoing work on corporate accountability. It builds on CAI's research on coal mining (Colombia) but with two new case studies on aluminium mining (Brazil) and wind energy infrastructure (Kenya).**

**We drafted a submission from a coalition of Irish NGOs to one of the UN's most senior human rights bodies (ICESCR) as part of a review of Ireland's economic policies, focused on tax avoidance and how it impacts developing countries. We presented the research to the Committee, who strongly supported the issue in a formal two-day hearing with the Irish Government. They then published formal recommendations asking Ireland to reform their tax policies to prevent avoidance. It is only the second time ever this has happened, and the first was also based on CAI's research. We were part of a Christian Aid delegation that attended the UN climate negotiations (COP) in UAE.**

**We are grateful to the Irish Methodist church for providing us with funding in order to further our Policy & Advocacy work.**

## Looking to the future

The following will be our key areas of focus over the coming year(s).

### Corporate Priority 1. Increase institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Strategic direction and management of a successful CAI Programme Funding function and donor portfolio within a One CA framework
- Accelerate and sustain CAI funding growth and ambition
- Ensure that Irish Aid is confident in the quality of CAI's ICSP and is aware of the potential to absorb additional funding when opportunities arise
- Funding response to sudden onset emergencies and other humanitarian work through successfully pursuing opportunities for humanitarian fundraising, including appeals

### Corporate Priority 2. Increase non institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Fundraising strategy is finalised and is being implemented
- Embed the new Communications and Fundraising Committee
- Grow our donor and supporter base
- Trusts and foundations
- Deliver a successful Christian Aid Week
- Grow unrestricted income
- Ensure Gift Aid and Efficient Giving claims become business as usual
- Work with CA colleagues to develop a long term sustainable process for reclaiming income

### Corporate Priority 3. Organisational operational excellence

In order to ensure that we maintain and build upon operational excellence, we will aim to undertake and focus on the following:

- A CAI operational model that is future proof, adaptive and responsive to the changing external environment
- Agreements between CAI and CA
- Board & Leadership Team performance
- Staff engagement
- Equality, diversity and inclusion and belonging
- Policy review
- Deliver compliance & governance responsibilities

### Corporate Priority 4. Deliver impact in our programmes

In order to ensure that we maintain and build upon our programmatic operational excellence, we will aim to undertake and focus on the following:

- Irish Aid programme
- ECHO projects and programmes
- Development funding
- Thematic expertise and programme approaches
- Specific peacebuilding and conflict prevention expertise
- External engagement and influencing

## Corporate Priority 5. Build a movement across Ireland

We will aim to undertake and focus on the following:

- **Build deeper relationships with churches and individual Christians to inspire and equip them to challenge the root causes of poverty through giving/fundraising, acting and praying**
- **Develop and grow our Global Citizenship Engagement work**
- **Proactive communications for every key opportunity and ability to react to news cycle linked to emergencies, global work, advocacy campaigns and supporter efforts**
- **Continue to work towards improving quality of content and stories for social media, website, magazine and media**

## Corporate Priority 6. Tackle the root causes of injustice

We will aim to undertake and focus on the following:

### Economic Justice

- **Supply chain law: continue to advocate for ambitious, effective new IRL and EU laws requiring human rights and environmental due diligence checks along company supply chains; advocacy to MEPs and IRL government to pass draft EU directive and transpose into Irish law; publish analysis of final text.**
- **ICBHR: strengthen CAI's leadership role within the Irish Coalition for Business and Human Rights, grow membership and financial stability; highlight our local partner work in campaigning.**
- **Tax Impact review: advocacy and campaigning linked to successful UNCRC & GESCR submissions for government to conduct a new formal 'external impact' analysis of tax impact on developing countries, ten years on from 2014 review.**
- **UN Tax Convention: work with partners (TJN, GATJ) to advocate for a new UN Tax Convention that would address avoidance and benefit developing countries.**
- **Domestic tax policy: continued advocacy to close the 'Single Malt' tax avoidance structure, reform tax treaties signed with developing countries and implement the OECD reform deal**

### Climate Justice

- **Domestic climate action: ongoing advocacy to ensure that Ireland's carbon budgets and annual Climate Action Plan are consistent with the Paris Agreement and falling national emissions**
- **COP 29: attendance, advocacy and media work in Azerbaijan Nov-Dec 2024 as part of wider PPC delegation**
- **Global climate finance rules: a formal review (NCQG) is happening at UN/COP level to fundamentally change how climate finance works and is distributed; influence this with PPC colleagues and push Irish Government to engage**
- **Irish climate finance: yearly technical assessment of Irish climate finance contributions (adaptation, mitigation) and advocacy towards Irish Government to hit UN and fair share targets**
- **Loss & Damage funding: as follow up to 2023 publication The Cost of Inaction paper, advocate for increased Irish L&D funding and our proposals to raise revenue including a levy on fossil fuel producers**

### Country-specific

- **Carrejón mine:** progress formal OECD human rights complaint regarding the mine's impact, in partnership with CAJAR, CINEP, AIDA & GLAN including mediation between communities & ESB; Primetime Special and other media work
- **IOPT:** coalition building and campaigning with Irish civil society partners, in particular responding to Gaza and pushing for accountability in relation to violations of International law
- **PCHR visit:** Bring partner the Palestinian Centre for Human Rights (PCHR) to Ireland to speak about Gaza

### Peacebuilding and conflict prevention

- Ongoing political advocacy tackling militarisation and crises
- Climate and conflict policy paper underway working with PPC and partner in East Africa

### Elections 2024

- **CAI election manifesto:** draft a new CAI Election Manifesto 2024 for ROI, bringing together all the above strands of work and other long-standing asks; work with colleagues in PPC on UK focused manifesto
- **Campaigning:** engagement with TD candidates, journalists and other media to highlight key election asks
- **Dóchas:** help to draft the Dóchas manifesto including hustings with all parties on ODA
- **Stop Climate Chaos:** help to draft the SCC manifesto including hustings with all parties on global climate justice and climate finance
- **ICBHR pledge:** draft a common ICBHR pledge and canvass for political signatures, committing to supporting new supply chain laws
- **Brussels visit:** in July/Sept 2024 after European elections, roundtable with all new Irish MEPs in Brussels

### Principal risks and uncertainties

Christian Aid Ireland has established a risk management strategy which documents our approach to risk management and sets the direction for this work. Appropriate systems and procedures are in place to manage these risks and provide reasonable but not absolute assurance against occurrence.

Everyone in the organisation has a role to play in risk management.

The executive leadership team identifies the major strategic, business and operational risks that the charity is exposed to; and to assess the likelihood of such risks occurring and the level of impact they would have. The leadership team continually reviews and manages the identified risks and reports regularly to Income, Finance, Risk and Audit Committee (IFRA) through the risk register. The risk register gives a detailed list of all the organisation's risks, the level of the risk and the risk owner who is responsible for monitoring each risk. The leadership team is supported by staff in the identification and management of operational risks and implement actions as instructed.

The internal audit function provides advice and guidance on the management of risk relating to the design, implementation and operation of systems of internal control.

The Income, Finance, Risk and Audit Committee (IFRA) ensures that the executive leadership team has an effective risk management process in place and reviews the risk register to ensure they are satisfied that all corporate risks are included. It also monitors the progress on the management of corporate risks and provides regular updates to the Board.

The Board approves the Risk Management Strategy and the organisation's risk appetite; it approves the Risk Register on an annual basis and monitors progress of corporate risks throughout the year.

The main risks identified together with the actions to mitigate the risks are summarised below.

### Financial Stability

#### *Risks*

The principal financial risks relate to the economic environment; changes in donor expectations and our ability to respond and the diversification of funding both in donor base and between restricted and unrestricted funding in our fundraising strategy.

The fundraising environment remains very challenging with a combination of increased competition for public funds, globally competitive calls for funding and pressure on Government finances. Populism and nationalism reduce the space for policy and advocacy work. Failure to maintain a diversified income base means there is a risk of becoming over-reliant on one institutional funder. In turn, new Donors may bring new and more stringent requirements. Changes in the economy at home and perceptions of wealth of middle income countries can distort people's view of the reality for many people living in those countries and can impact their propensity to give.

#### *Mitigating actions*

To reduce the risk of significant fluctuations in income or failure to achieve the necessary level of income to protect our programmes a comprehensive fundraising strategy has been approved by the Christian Aid Ireland Board. This strategy adopts a more targeted approach to fundraising, focusing on a smaller number of key areas such as individual giving, mid to high level donors and legacies.

A *From Violence to Peace* fundraising strategy has been developed for Irish funding which targets six specific institutional donors.

We regularly review financial information, adjust budget and review expenditure to reflect expected levels of income and have a reserves policy in place. We ensure expenditure is minimised by ensuring processes and procedures are in place to ensure we achieve value for money on all expenditure.

We have a Public Engagement Strategy in place and perform advocacy work on protecting the international budget including exploring lost income from tax schemes.

We will continue to build on our good relationships with institutional and business donors and harness the commitment of our supporters and stakeholders to ending poverty. We have regular meetings with our major institutional donors and have a Programmes team to develop proposals and to manage grants received. There is a dedicated finance resource for restricted funds. We review our funding strategy and team capacity and perform partner capacity assessments and monitor and evaluate programmes and have a system in place for risk assessment and evaluation of new donor funding opportunities.

### Governance/Compliance:

#### *Risk*

The principal Governance/Compliance risks relate to Christian Aid Ireland's compliance with laws and regulations; Christian Aid Ireland's compliance with donor requirements; partner capacity to comply with laws and regulations and donor requirements; compliance with General Data Protection regulation (GDPR) and misuse of funds, fraud corruption or inappropriate behaviour.

Christian Aid Ireland receives a significant amount of funding from institutional donors and sponsoring churches. The management of institutional donors' requirements are complex and prescriptive in nature. Compliance with laws and regulations is challenging particularly in-country regulation and the restriction on civil society space in the countries in which we operate.

#### *Mitigating Actions*

The organisation mitigates this risk by having regular interaction with donors to understand their needs. Christian Aid Ireland and country teams provide regular capacity building at staff and partner

level to assess organisational and financial capacity and to ensure donor obligations are met. Partners are trained on donor compliance requirements. We have clearly designed policies and procedures in relation to programme and project management including the use of IPIMS (our grant management database). Monitoring and evaluation visits are performed by Christian Aid Ireland staff and country teams undertake programme reporting to Christian Aid Ireland.

Christian Aid Ireland adheres to the sector's recommended codes of practice such as FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities SORP - Accounting and Reporting for Charities ("SORP"); the Dóchas Code of Corporate Governance; the Charities Governance Code. We follow requirements of the Charities Commission for Northern Ireland (CCNI) and the Charities Regulatory Authority (CRA) in the Republic of Ireland. A governance self-assessment questionnaire is completed by the Income, Finance, Risk and Audit Committee (IFRA). An internal control self-assessment (ICSA) questionnaire is completed annually.

Christian Aid Ireland also ensures compliance with law and regulations in all countries of operation with the country management team responsible for local requirements such as registration, taxation and statutory reporting. Our financial policies and procedures comply with regulations and statute which should reflect core compliance principles.

Our Public Engagement strategy has been developed to ensure compliance with donor requirements in relation to public engagement. We regularly monitor changes in laws and where possibly perform advocacy work to highlight unfavourable changes in law and challenge them.

We have data protection policies in place which are updated to reflect any new changes in legislation and best practice. Representatives from Christian Aid Ireland attend the Data Protection Oversight Committee of Christian Aid to benefit from the work of the group and its application to Christian Aid Ireland. We have IT security measures in place and receive regular updates via Yammer on cyber security risks. During the year staff, trustees and volunteers completed mandatory Data Protection training.

Our Internal Audit function provided by the UK office under a memorandum of understanding audits country programmes based on risk assessments and provides reports to the Income, Finance, Risk and Audit Committee (IFRA). Any recommendations noted will be followed up.

We have a range of anti-fraud and corruption policies in place (Fraud and Misuse, Whistleblowing, Anti-Bribery, Anti-Money Laundering and Safeguarding). We also benefit from the services of a dedicated Anti-Diversion and Corruption Manager. In addition, staff and trustees must complete mandatory Code of Conduct training.

#### Reputational risk

##### *Risk*

The principal reputational risks relate to negative public perception and trust and confidence in the sector due to programme quality; the occurrence of safeguarding issues, scandals, or charity fatigue; a failure to communicate impact to guarantee achievement of strategic objectives, and loss of future funding; a failure to demonstrate accountability and provide transparency; and a deterioration in strategic partnerships.

Christian Aid Ireland has a team of programme staff to ensure programme quality is of a high standard and is monitored and evaluated.

Christian Aid Ireland takes safeguarding incredibly seriously and we recognise our duty to protect and safeguard vulnerable communities. We believe that any abuse of power, including sexual violence or harassment, is totally unacceptable.

Across Christian Aid we continue to work with colleagues to ensure a better, and shared, understanding of what sexual harassment is, and the zero-tolerance culture we expect, including by training staff across the global organisation on the organisation's code of conduct.

As a sector, we need to be willing to recognise that this is an issue that affects us all. Christian Aid Ireland continues to work with staff and our local partners to root out any attitudes and behaviours that support such breaches of trust. Christian Aid is a signatory to sector-wide codes of conduct. We also have a range of established policies and procedures aimed at preventing sexual harassment committed by any individual representing Christian Aid (including staff, volunteers and consultants) against other staff, beneficiaries or anyone else.

Collectively, aid agencies must work harder to ensure safeguarding, whistleblowing and misconduct policies are fit for purpose, to root out improper conduct. It is imperative that we are transparent and accountable, both to the communities where we work and to those who trust us to spend their money to alleviate suffering overseas.

Christian Aid Ireland recognises that the sector has been the subject of increased public and media scrutiny. This environment is challenging public support and confidence in charities and international aid, making it increasingly difficult to raise funds from the public. Christian Aid Ireland is a strong and effective organisation that works with integrity and humility; however external perceptions of charities and of church-based organisations could have an adverse impact on our work.

Working to eradicate poverty requires us to operate in places which are inherently challenging because of conflict, corruption, natural disasters, weak infrastructure and poor governance. Gathering communications materials that demonstrate the impact of our programmes can be a challenge in these environments, as the power dynamics and context change.

#### *Mitigating Actions*

We have systems in place to monitor the quality and measure the impact of our programmes and these continue to be developed in line with best practice. We mitigate against this risk by being open and transparent in the way we operate and through our membership of organisations such as Dóchas, which help to inspire renewed public confidence in the sector.

We continuously review and refresh our current policies and practices, to ensure that we take timely and corrective actions to prevent and censure such behaviour, ensuring we have confidential and robust mechanisms that enable and support our workforce, beneficiaries and stakeholders to report concerns and incidents without fear or favour, and to ensure protection and support for individuals who report or have experienced such incidents.

We have Safeguarding, Whistleblowing, and Serious Incident Reporting policies in place alongside a mandatory code of conduct. During the year we appointed a safeguarding Trustee and expanded the terms of reference for our Income, Finance, Risk and Audit Committee (IFRA) to include duties in relation to safeguarding.

We have a range of anti-diversion and misuse of funds policies in operation through partners and alliances that have roots in the communities in which they are working. We monitor the programmes which they are carrying out and provide feedback and build partner capacity where required through training and ongoing support and we ensure that, as a certified Core Humanitarian Standard (CHS) organisation, we incorporate beneficiary feedback into the evaluation of our programmes.

We have a Public Engagement strategy and a Church Engagement framework in place and we undertake an annual churches' consultation to ensure a strong strategic partnership with our sponsoring Churches and management have a constructive relationship with Board to allow discussion on key issues.

We clearly communicate that our work complies with the highest standards of governance and accountability, and that we comply with all the relevant standards on accountability, fundraising, and images. We also communicate clearly that our work to eradicate poverty targets the most vulnerable and marginalised regardless of faith or race, but we engage the church in the fight against poverty and help churches to put their faith into action.

## Environmental/External

### *Risk*

The principle environmental and external risks relate to; the reduction in civil society space and our vulnerability to changes in the political, social and economic risks of the countries in which we operate and the impact on our ability to operate effectively and safely.

Christian Aid Ireland's overseas programme operates in difficult contexts with oppressive power dynamics and fragile security situations which could hamper our ability to operate safely or even at all in areas of most need.

### *Mitigating Actions*

Christian Aid Ireland actively monitors the external context to anticipate political, social or economic risks, so that plans can be put in place to minimise any negative impact on organisational activities or the reputation of the organisation. We mitigate the risks relating to operational countries by operating through networks of Christian Aid country teams and independent partners which have roots in the community. These organisations bring an in-depth understanding of the local context, language and culture. This enables access to up to date information to ensure programmes remain relevant.

Monitoring and evaluation is carried out by our programme teams and we perform enhanced due diligence for high risk countries. Core Humanitarian Standard (CHS) accredited feedback is incorporated into all our programmes. We have specific country programme strategies in place. Specific context related risks for operational countries are considered through the annual programme review. We have adaptive programming ensuring flexibility to allow the way we achieve our objectives to change as required. We have a security policy for all travelling staff and security is a key part of all major programme decisions. We adjust security assessments in response to major changes in political and security environment. We organise security training through Eurocheck.

## Operational risks

### *Risk*

The principal operational risks relate to the failure to ensure security and safety of staff partners and programme participants, and the misalignment of policy and practice.

Christian Aid Ireland staff travel to regions where the political and social circumstances make the personal security of staff a major potential hazard. Failure to ensure safety and the inability to evacuate staff could lead to loss of life or injury to employees or partners. We may be unable to respond to a crisis and there could be a loss of assets. This could lead to civil (negligence) or Criminal (corporate manslaughter) proceedings which would cause significant damage to our reputation and could incur financial penalties and insurance claims.

We speak out against the causes of poverty. This can put staff and partners at risk. If communications are inappropriate or poorly researched or erroneous statements are made, this could risk lives, damage reputations or harm key relationships. Actions by our partners could also draw us into litigious or conflict related situations particularly if they publish materials or engage in actions with our financial support. If we or our partners act in a way that is contrary to our public policy position, this could seriously damage our reputation.

### *Mitigating Actions*

The security and safety of staff, partners, and programme participants is of paramount importance to Christian Aid Ireland. Through a shared service agreement with Christian Aid we implement comprehensive safety and security management policies to ensure that this risk is appropriately managed. Procedures are in place to protect vulnerable adults and children in the delivery of our services.

We provide staff with compulsory security training and made security considerations a key part of all major programme decisions. Security training for Christian Aid Ireland staff is provided by Christian Aid which hosts the European Interagency Security Forum and the ACT Alliance Security Co-ordinator, making Christian Aid a key hub for NGO security.

Christian Aid Ireland staff travelling to countries understand their personal responsibility for security and adhere to our corporate policies and procedures.

All country programmes have up to date security policies providing briefings to visitors and adjust security assessments as appropriate, in response to major changes in the political and security environment.

Having confidence in our policies and procedures as well as our staff gives us the confidence to work in some of the most challenging locations. But, in the event of an escalation in insecurity and as a last resort, we may withdraw staff from insecure locations or delay the implementation of a programme.

Staff involved in advocacy, campaigning and lobbying activities have a clear understanding of the context of the role, and the responsibilities and limitations of campaigning organisations as laid out in CCNI and CRA and other guidance.

#### IT and cybersecurity

##### *Risk*

The principal IT and cybersecurity risks relate to failure to safely process and store data.

Christian Aid Ireland is dependent on several IT systems for processing and storing its data. We live in an increasingly digitally connected world. Failure to keep pace with new technologies and ways of reaching our supporters and the communities we serve, in the way they prefer, could reduce our impact and effectiveness.

Failure to secure our information systems from malicious cyber-attacks could lead to loss of service, loss of sensitive or confidential data and even present a security risk to staff and partners working in challenging locations. This could damage our reputation result in regulatory breaches and fines or put people at risk.

##### *Mitigating Actions*

Christian Aid Ireland received shared service IT support from Christian Aid, therefore all policies are in place by Christian Aid. Christian Aid actively reviews and upgrades its IT software, systems and processes to mitigate risk relating to IT management, cyber security and data protection. Christian Aid has developed initiatives to embrace digital technology more effectively. The purpose is to ensure that we embed the use of technology more effectively in our work. We have structured information systems, policies and procedures that are embedded throughout the organisation and supported by training where appropriate.

Our information security measures are regularly tested, including by internal audit and staff are reminded of the risks of so called 'social engineering' whereby data is provided to unauthorised users pretending to be legitimate. Staff are also reminded of the risks of using social media and all staff complete online data protection training on an annual basis.

Christian Aid Ireland also collaborates with other INGOs ensuring Christian Aid Ireland is at the forefront of best practice in the sector and achieves value for money.

#### Grant Making

Details of grants paid are contained in note 6 of the Financial Statements. For institutional funded programmes and projects grant making happens as follows:

- Christian Aid Ireland selects thematic focus areas and countries of implementation in line with its programme strategy. A draft budget allocation is communicated to the applicable Christian Aid country teams in advance of the application process.
- The country teams are then invited to apply for grant funding by submitting a proposal, detailing the partners, project and team costs.
- All proposals are reviewed and assessed based on the quality of information submitted within the parameters of the draft budget. Other factors considered are historical performance; team capacity and expertise; any country specific contextual issues and donor requirements.
- For grants paid out on Church & Denominational income, as well as emergency appeals, grants are allocated to programmes that are in line with the relevant emergency appeal and Christian Aid Ireland's programme strategy objectives. Proposals are submitted as required by the donors.

#### Volunteers and staff

Christian Aid Ireland is hugely grateful for the work carried out by its committed staff and volunteers. Achievements during the year were due to the hard work and dedication of all these people. We are particularly grateful to our volunteers who give their time each week to support the administrative work in Belfast and Dublin.

Christian Aid Ireland is committed to equality of opportunity between persons of different religious belief, political opinion, gender, marital status, disability, ethnic origin, age, dependants, sexual orientation or trade union membership.

We are most grateful for the support of a network of thousands of volunteers across Northern Ireland who are dedicated to carrying out our annual Christian Aid Week door-to-door collection, and the wonderful individuals, communities, businesses, and congregations which organise fundraising events in support of our work every year, alongside people who raise their voices to take action against global injustice.

Christian Aid Ireland employed 19 people (headcount) during the year 2023/24.

#### Investment Policy

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year.

#### Going concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The financial statements have been prepared on a going concern basis.

#### Post balance sheet events

There have been no other significant events affecting the company since the year end that require disclosure or adjustment to the financial statements.

#### **Auditors**

**The auditor, Crowe Ireland, has indicated its willingness to continue in office, and a resolution that the firm be reappointed will be proposed at the Annual General Meeting.**

#### **Lobbying and Political Donations**

**There were no political contributions in 2023/24 and as a result there are no disclosures required under the Electoral Act 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). It has made the returns and submissions required by the Act.**

## Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year giving a true and fair view of the state of affairs of the company. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Under company law, the directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year giving a true and fair view of the state of affairs of the company end date, of the surplus or deficit for that financial year giving a true and fair view of the state of affairs of the company and otherwise comply with the Companies Act 2006.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors confirm they have complied with the above requirements when preparing the financial statements.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2006 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation governing the preparation and dissemination of financial statements may differ in different jurisdictions.

Signed on behalf of the Board:



Rev Dr Liz Hughes



Mr Hal Hosford

Date: 4 July 2024



## **Independent Auditors Report to the Members of Christian Aid Ireland (Northern Ireland) (A company limited by guarantee, not having a share capital)**

### **REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS**

#### **Opinion**

We have audited the financial statements of Christian Aid Ireland (Northern Ireland) (the 'Company') for the year ended 31 March 2024, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 March 2024 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006 and Charities Act (Northern Ireland) 2008.

#### **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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in 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.

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 directors' 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 company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

#### **Other Information**

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the 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.

#### **Opinion on the Other Matters Prescribed by the Companies Act 2006**

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' Annual Report is consistent with the financial statements; and
- in our opinion, the Directors' Annual Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

#### **Matters on Which We Are Required to Report by Exception**

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 requires us to report to you if, in our opinion:

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

#### **Responsibilities of Directors for the Financial Statements**

As explained more fully in the Statement of Directors' Responsibilities, the Directors 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 Directors 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 Directors are responsible for assessing the 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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### **Auditors' Responsibilities for the Audit of the Financial Statements**

We have been appointed as auditor under section 65(2) of the Charities Act (Northern Ireland) 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 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 extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

**Extent to which the audit was considered capable of detecting irregularities, including fraud**  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items. In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and completeness of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Income, Finance, Risk and Audit Committee about their own identification and assessment of the risks of irregularities, testing of a sample of transactions against the terms of any agreements and the requirement of the Charities SORP (FRS102), sample testing on the posting of journals, reviewing accounting estimates for biases and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities)>. This description forms part of our Auditor's Report.

**The Purpose of Our Audit Work and to Whom We Owe Our Responsibilities**

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and Part 4 of the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015. Our audit work has been undertaken so that we might state to the 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 Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:   
Roseanna O'Hanlon (statutory Auditor)

for and on behalf of:

**Crowe Ireland**  
Chartered Accountants and Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

Date:



# Statement of Financial Activities

(Incorporating the Income and Expenditure Account)  
For the year ended 31 March 2024

	Notes	2024 Unrestricted Funds £'000	2024 Restricted Funds £'000	2024 Total Funds £'000	2023 Total Funds £'000
<b>Income and endowments from:</b>					
<b>Donations and legacies</b>					
- Donations	4	1,225	523	1,748	2,470
- Legacies		363	-	363	192
<b>Charitable Activities:</b>					
Other Trading Activities		28	-	28	28
Investments		14	-	14	7
<b>TOTAL</b>		<b>1,630</b>	<b>523</b>	<b>2,153</b>	<b>2,697</b>
<b>Expenditure on:</b>					
Raising Funds	5	476	-	476	543
<b>Charitable Activities</b>					
- Development	5	545	182	727	746
- Humanitarian		-	276	276	540
- Campaigning, Advocacy and Education		449	-	449	510
<b>TOTAL</b>		<b>(1,470)</b>	<b>(458)</b>	<b>(1,928)</b>	<b>(2,339)</b>
<b>Net income</b>		<b>160</b>	<b>65</b>	<b>225</b>	<b>358</b>
<b>Other gains</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>
<b>Net movement in funds</b>		<b>160</b>	<b>65</b>	<b>225</b>	<b>359</b>
<b>Reconciliation of funds:</b>					
Funds brought forward	14/15	1,420	879	2,299	1,940
Total funds carried forward	14/15	1,580	944	2,524	2,299

All incoming and outgoing resources arise from continuing operations. There are no recognised gains or losses, or movements in funds other than those disclosed above.

# Balance Sheet

For the year ended 31 March 2024

	Notes	31 March 2024 £'000	31 March 2023 £'000
<b>Fixed Assets</b>			
Intangible Fixed Assets	11	-	-
Tangible Fixed Assets	11	9	13
<b>Current Assets</b>			
- Debtors	12	689	265
- Investments	10	522	725
- Cash at bank and in hand	10	1,376	1,659
<b>Total current assets</b>		<b>2,587</b>	<b>2,649</b>
<b>Liabilities</b>			
Creditors falling due within one year	13	(72)	(363)
<b>Net current assets</b>		<b>2,515</b>	<b>2,286</b>
<b>Total net assets</b>		<b>2,524</b>	<b>2,299</b>
<b>The funds of the charity:</b>			
Restricted income funds	14	944	879
Unrestricted funds	15	1,580	1,420
<b>Total charity funds</b>		<b>2,524</b>	<b>2,299</b>

The financial statements were approved and authorised for issue by the Board of Directors on 4 July 2024 and signed on its behalf by:

  
Rev Dr Liz Hughes

  
Mr Hal Fosford

# Statement of Cash Flows

For the year ended 31 March 2024

	Notes	31 March 2024	31 March 2023
		£'000	£'000
<b>Cash flows from operating activities</b>	<b>10</b>	<b>(472)</b>	<b>5</b>
<b>Net cash used in operating activities</b>		<b>(472)</b>	<b>5</b>
<b>Cash flows from investing activities</b>			
Dividends, interest and rents from investments		(14)	(7)
Purchase of assets		-	(15)
Unrealised gains/(losses) from currency translation		-	1
<b>Net cash used in investing activities</b>		<b>(14)</b>	<b>(21)</b>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(486)</b>	<b>(16)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b>2,384</b>	<b>2,400</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>10</b>	<b>1,898</b>	<b>2,384</b>

## 1. General Information

Christian Aid Ireland is an overseas development aid agency working to overcome poverty in some of the world's poorest communities. The company is a company limited by guarantee not having a share capital and has its registered office at Linden House, Beechill Park, Belfast, BT8 7QN. Christian Aid Ireland is a public benefit entity as defined by FRS 102.

## 2. Statement of Compliance

The entity's financial statements have been prepared on the going concern basis in accordance with the 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) and Charities SORP (FRS 102) and the Companies Act 2006 (UK Act).

## 3. Accounting Policies

The significant accounting policies used in the preparation of the financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

### ***Basis of preparation***

The financial statements are prepared in accordance with Financial Reporting Standard FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 (UK Act) and in accordance with Charities SORP Accounting and Reporting by Charities issued by the Charities Commissioner in the UK (effective 1 January 2019).

### ***Going concern***

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The Directors have reviewed Christian Aid Ireland's financial position and consequently believe there are sufficient resources to manage any operational or financial risks. The Board therefore considers there is a reasonable expectation that Christian Aid Ireland has adequate resources to continue in operational existence of the foreseeable future and are unaware of any material uncertainties related to events or conditions that may cast significant doubt upon the company's ability to continue as a going concern.

### ***Judgements in applying accounting policies and key sources of estimation***

The preparation of these financial statements requires directors to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions

that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

***Cost allocation***

Costs not attributable to a single activity are allocated or apportioned to activities on a basis consistent with identified cost drivers for that cost category. Cost drivers utilised include head count and judgement is exercised in applying cost drivers to cost categories.

***Carrying Value of Debtors***

The company makes an estimate of the carrying value of all debtors, including Gift Aid receivable. The company uses estimates based on historical experience in determining the carrying value of debtors.

***Income***

Income included in the financial statements represents income from the public (such as donations and legacies, church/denominational income) and institutional donors, charity shop and deposit income receivable during the year.

Income from government grants, institutional donor's corporate trusts and foundations that are subject to specific restrictions or reporting requirements are recognised in this Statement of Financial Activities when the organisation becomes entitled to the funds, the income can be measured reliably, and it is probable that the funds will be received.

Grants from government and other co-funders typically include the following conditions: -

- Performance based conditions – the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions – the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases, the charity recognises the income to the extent utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and that the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Where income has been received in advance it is deferred until the conditions are met. Where income has not yet been received, but all criteria for recognition have been satisfied, the income is accrued as a debtor in the balance sheet.

Income from donations is recognised when the donations are received. The related tax refunds are recognised when all legislative requirements have been met and the amounts can be measured with reasonable certainty.

Legacy income is included where there is sufficient evidence of entitlement, receipt is probable and where the amount is measurable. No value is included where a legacy is subject to a life interest held by another party.

Other trading activities include retail income from the sale of goods through the shop in Garvagh.

Donated goods are not recognised on receipt. The value to the charity of the donated goods sold is recognised as income when the goods are sold. The proceeds of sale are categorised as "income from other trading activities" in the Statement of Financial Activities.

Gifts in kind for use by the charity are included in the accounts at their approximate market value at the date of receipt. Gifts in kind for distribution are included in the accounts at their approximate market value at the date of distribution.

Christian Aid Ireland distinguish restricted income from unrestricted income. Restricted income refers to funds given subject to conditions imposed (by the donor or implied by the nature of the appeal) as to how it is to be spent.

#### ***Fund accounting***

The charity maintains three types of funds as follows:

**Restricted funds** represent funds where the grants and donations received are requested by the donor to be spent on a specific purpose. Income and expenditure on these funds are shown separately within the Statement of Financial Activities.

**Other unrestricted funds** represent income that is expendable at the discretion of the directors in the furtherance of the objectives of the charity, but as at the end of the year had not been specifically allocated.

**Designated unrestricted funds** are a portion of the unrestricted funds where the directors have set aside monies from unrestricted funding for specific purposes. These include an operational reserve, and monies allocated for expenditure in the following years.

#### ***Expenditure***

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to the category. The costs of each staff team, including a relevant proportion of support costs allocated on a usage basis, are allocated across the headings of costs of generating funds, charitable activities and governance costs based on the proportion of time spent on each of these areas of work.

Costs of raising funds comprise the costs of advertising, producing publications and printing and mailing fundraising material, the staff costs in these areas and an appropriate allocation of support costs.

Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities. Grants to partners are recognised as expenditure at the time of payment since until then there is no legal or constructive obligation to make the grant.

Expenditure is treated as being made from restricted funds to the extent at it meets the criteria specified by the donor or the terms under which it was raised. All other expenditure is treated as unrestricted.

#### ***Pension costs***

Christian Aid Ireland operates a defined contribution scheme for employees. Annual payments to the scheme are charged to the Statement of Financial Activities in the year to which they relate.

#### ***Operating Leases***

Rentals in respect of operating leases are charged to the Statement of Financial Activities in the period to which the costs are incurred.

#### ***Tax and Vat***

As a registered Charity, Christian Aid Ireland is exempt from tax on income and gains falling within section 505 of the Income and Corporation Taxes Act, 1988 and Section 256 of the Tax of Charitable Gains Act, 1992.

In common with many other charities, Christian Aid Ireland is unable to recover most of VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost.

**Foreign currencies**

The company's functional and presentational currency is Sterling. Foreign currency balances have been translated at the exchange rate ruling at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction. Any gain or loss arising from a change in exchange rates subsequent to the date of a transaction is included in the Statement of Financial Activities.

**Intangible fixed assets**

The intangible fixed assets costing over £5,000 are capitalised at cost. Intangible fixed assets include software cost. They are amortised over 3 years, their estimated useful lives, after development and installation work has been completed.

**Tangible fixed assets and depreciation**

Tangible fixed assets costing over £5,000 are capitalised at cost. Tangible assets are stated at cost less accumulated depreciation.

Depreciation is calculated to write off the cost of tangible assets over their estimated useful lives less an estimated residual value, where appropriate, by equal annual instalments.

The estimated useful lives of tangible assets by reference to which depreciation had been calculated are as follows:

Leasehold Improvements	5 years
Vehicles	5 years
Computers	4 years

**Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**Financial instruments**

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable. Basic financial instruments are recorded at transaction price.

**Debtors**

Short term debtors are measured at transaction price, less any impairment.

**Creditors**

Trade Creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as due within one year if payment is due within one year or less. Short term creditors are measured at the transaction price.

**Employee Benefits accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement and accrued at the Balance Sheet date.

#### 4. Donations

	Unrestricted 31/03/24	Restricted 31/03/24	Total 31/03/24	Total 31/03/23
	£'000	£'000	£'000	£'000
<b>Annual Appeals:</b>				
Christian Aid Week	367	-	367	407
Regular Gifts	397	-	397	405
Church Partnerships	87	-	87	64
General Donations	329	29	358	341
Denominational Appeals	45	218	263	760
<b>Humanitarian Appeals:</b>				
Hunger Appeal	-	-	-	1
Afghanistan Appeal 2023	-	-	-	11
Ukraine Crisis Appeal 2023	-	74	74	55
East Africa Hunger Crisis Appeal	-	3	3	210
Turkey & Syria Earthquake Appeal	-	44	44	216
Libya Floods Appeal	-	60	60	-
Middle East Crisis Appeal 2023	-	95	95	-
<b>Total Donations</b>	<b>1,225</b>	<b>523</b>	<b>1,748</b>	<b>2,470</b>

Total donations of £1,748k (2022/23: £2,470k) include £170k of tax recoverable through gift aid (2022/23: £124k).

#### 5. Total Expenditure

	Grants to partner organisations	Staff costs	Other direct costs	Allocation of support costs	2024 Total	2023 Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Raising Funds</b>	-	338	115	23	476	543
<b>Charitable Activities</b>						
- Development	593	104	25	5	727	746
- Humanitarian	276	-	-	-	276	540
- Campaigning, Advocacy and Education	-	323	104	22	449	510
<b>Total Charitable Activities</b>	<b>869</b>	<b>427</b>	<b>129</b>	<b>27</b>	<b>1,452</b>	<b>1,796</b>
<b>Total Resources Expended</b>	<b>869</b>	<b>765</b>	<b>244</b>	<b>50</b>	<b>1,928</b>	<b>2,339</b>

**Charitable expenditure analysed by region:**

	31/03/24	31/03/23
	£'000	£'000
Africa	151	60
Latin America and the Caribbean	34	63
Asia and the Middle East	286	221
Europe	118	117
Ireland and the UK	863	1,335
<b>Total Charitable Expenditure</b>	<b>1,452</b>	<b>1,796</b>

**Grant expenditure analysed by region:**

	31/03/24	31/03/23
	£'000	£'000
Africa	123	60
Latin America and the Caribbean	34	63
Asia and the Middle East	286	221
Europe	118	117
Ireland and the UK	308	705
<b>Total grants to partner organisations</b>	<b>869</b>	<b>1,166</b>

All grants are to organisations not individuals. The full list of grants to organisations is available on our website.

Costs of generating funds comprises fundraising costs including the costs of advertising, producing publications and printing and mailing fundraising material, the staff costs in these areas (based on time spent) and related costs of support services.

Charitable expenditure includes expenditure incurred through grants to partners and operational activities. Grants to partners are recognised as expenditure at the time of payment, since until then there is no legal or constructive obligation to make the grant.

**Allocation of support costs:**

	Basis of Allocation	31/03/24	31/03/23
		£'000	£'000
Human resources	Headcount	15	15
Information resources	Headcount	35	35
Supporter Relations	Headcount	-	-
		<b>50</b>	<b>50</b>

Governance Costs amounting to £28k incurred in the year to 31 March 2024 have been re-allocated across other categories of expenditure as required under Charities SORP FRS102.

	31/03/24	31/03/23
	£'000	£'000
Board expenses	1	1
Professional costs	13	14
Governance staff costs	14	14
	<b>28</b>	<b>29</b>

## 6. Staff Costs and Employee Benefits

Staff Costs and Employee Benefits	31/03/24	31/03/24	31/03/24	31/03/23
	£'000	£'000	£'000	£'000
	*International	N Ireland and UK	Total	Total
Salaries	25	625	650	603
National Insurance Contributions	1	61	62	61
Pension contributions	2	50	52	48
	28	736	764	712

Staff Numbers	31/03/24	31/03/23
	Number	Number
<b>Average staff numbers:</b>		
Headcount (N Ireland and UK)	19	20
Headcount (Country Programme)*	5	-
	24	20
FTE (Full Time Equivalent) (N Ireland and UK)	16	17
FTE (Full Time Equivalent) (Country Programme)*	1	-
	17	17

\*The staff being referred to are not employed by Christian Aid Ireland and are therefore not included with the Christian Aid Ireland payroll.

Staff by Activity	31/03/24	31/03/23
	Number	Number
Generating Funds	7	8
Charitable Activities	10	9
Total staff FTE	17	17

The number of employees whose costs for the year fell within the following bands is:

Bands	31/03/24	31/03/23
	Number	Number
£0k - £60k	23	20
£60k-£70k	1	-
Total	24	20

Staff costs include salaries and benefits in kind.

Christian Aid Ireland has a Pay and Benefits policy that has been agreed by its Board. The policy commits Christian Aid Ireland to fair, equitable, transparent and consistent reward arrangements which attract, motivate and retain staff. Its guiding principles apply to all people wherever they are located and provide for our reward offering to be competitive in the marketplace from which we draw our staff and recognise fair reward for fair effort. Contributions of between 3% and 10% are made by the company to the defined contribution pension scheme in relation to employees, depending on their employee contributions.

The total salary of the Chief Executive Officer, Mrs Rosamond Bennett, is £79,014 per annum. She also receives a 9% contribution to a defined contribution pension scheme, and the use of a car for Christian Aid Ireland business. This falls within the £0k-£60k band as the cost is shared 50:50 between the Republic of Ireland and Northern Ireland companies respectively.

### Key management remuneration

Key management personnel include senior management and received remuneration of £276k (2022/23: £256k) in the year. Of this amount £145k was recharged to the Republic of Ireland company.

### 7. Directors' expenses

No emoluments are paid to Directors. Directors are reimbursed for their incidental expenses in attending board, executive and other meetings. Additionally, Directors may occasionally visit Christian Aid partners and programmes overseas with costs of such trips being met by the charity.

### 8. Pension Cost

The total pension cost for the charity was £52k (2022/23: £48k). There were £10k outstanding contributions at the balance sheet date (2022/23: £10k).

### 9. Net Income

Net income is stated after the following charges:

	31/03/24	31/03/23
	£'000	£'000
<b>Auditors' remuneration</b>		
Audit fee	13	10
<b>Operating lease rentals:</b>		
Buildings	29	29
Equipment	1	1
Car	7	5
Depreciation	4	4

### 10. Reconciliation of net income to net cash flow from operating activities

Reconciliation of net income to net cash flow from operating activities	31/03/24	31/03/23
	£'000	£'000
Net income for the period (as per Statement of Financial Activities)	225	358
<b>Adjustments for:</b>		
Depreciation	4	4
Dividends, interest and rents from investments	14	7
(Increase) / Decrease in debtors	(424)	(21)
Increase / (Decrease) in creditors	(291)	(343)
<b>Net (cash used) / generated in operating activities</b>	<b>(472)</b>	<b>5</b>

Analysis of cash and cash equivalents	01/04/23	Change in Year	31/03/24
	£'000	£'000	£'000
Cash in bank and in hand	1,659	(283)	1,376
Notice deposits (less than 3 months)	725	(203)	522
<b>Net Funds</b>	<b>2,384</b>	<b>(486)</b>	<b>1,898</b>

## 11. Fixed Assets

Intangible Fixed Assets	Computer Software in development	Total 31/03/24
	£'000	£'000
<b>Cost:</b>		
Opening balance at 1 April 2023	5	5
Additions	-	-
Disposals	-	-
<b>Closing balance at 31 March 2024</b>	<b>5</b>	<b>5</b>
<b>Depreciation:</b>		
Opening balance at 1 April 2023	(5)	(5)
Depreciation in year	-	-
Disposals	-	-
<b>Closing balance at 31 March 2024</b>	<b>(5)</b>	<b>(5)</b>
<b>Net Book Value at 31 March 2024</b>	<b>-</b>	<b>-</b>
<b>Net Book Value at 31 March 2023</b>	<b>-</b>	<b>-</b>

Tangible Fixed Assets	Leasehold Improvements	Computers	Total 31/03/24
	£'000	£'000	£'000
<b>Cost:</b>			
Opening balance at 1 April 2023	26	15	41
Additions	-	-	-
<b>Closing balance at 31 March 2024</b>	<b>26</b>	<b>15</b>	<b>41</b>
<b>Depreciation:</b>			
Opening balance at 1 April 2023	(26)	(2)	(28)
Depreciation in year	-	(4)	(4)
<b>Closing balance at 31 March 2024</b>	<b>(26)</b>	<b>(6)</b>	<b>(32)</b>
<b>Net Book Value at 31 March 2024</b>	<b>-</b>	<b>9</b>	<b>9</b>
<b>Net Book Value at 31 March 2023</b>	<b>-</b>	<b>13</b>	<b>13</b>

## 12. Debtors

Amounts falling due within one year	31/03/24	31/03/23
	£'000	£'000
Other debtors and prepayments	343	265
Related company – Christian Aid UK (Note 20)	346	-
	689	265

### 13. Creditors

Amounts falling due within one year	31/03/24	31/03/23
	£'000	£'000
Related company – Christian Aid UK (Note 20)	-	294
Other creditors	40	40
Payroll Taxes	32	29
	72	363

### 14. Restricted Funds

	Opening balance	Incoming resources	Outgoing expenditure	Transfers	Closing balance
	£'000	£'000	£'000	£'000	£'000
<b>Appeal Funds:</b>					
Ukraine Crisis Appeal 2023	-	74	(74)	-	-
East Africa Hunger Crisis Appeal	-	3	(3)	-	-
Turkey & Syria Earthquake Appeal	-	44	(44)	-	-
Libya Floods Appeal	-	60	(60)	-	-
Middle East Crisis Appeal 2023	-	95	(95)	-	-
<b>Total Appeal Funds:</b>	-	276	(276)	-	-
<b>Other Restricted Funds:</b>					
Denominational	859	247	(182)	-	924
Other earmarked income	20	-	-	-	20
<b>Total Other Restricted Funds:</b>	879	247	(182)	-	944
<b>Total Restricted Funds</b>	879	523	(458)	-	944

### 15. Unrestricted Funds

	Opening balance	Incoming resources	Expenditure	Transfers	Other gains/ (losses)	Closing balance
	£'000	£'000	£'000	£'000	£'000	£'000
Operational reserve	607	-	-	27	-	634
Fixed Assets	13	-	(4)	-	-	9
Other designated funds	800	-	-	137	-	937
<b>Total designated funds</b>	1,420	-	(4)	164	-	1,580
<b>Other unrestricted funds</b>	-	1,630	(1,466)	(164)	-	-
<b>Total unrestricted funds</b>	1,420	1,630	(1,470)	-	-	1,580

At 31 March 2024, £937k was set aside as other designated funds, £129k for voluntary income generation investment, £117k for budgeted deficit and £691k for project funding.

## 16. Analysis of Net Assets

Fund balances as at 31 March 2024 are represented by:	Unrestricted Funds Designated	Unrestricted Funds Other	Restricted Funds	Total
	£'000	£'000	£'000	£'000
Fixed assets	-	9	-	9
Deposits and cash at bank and in hand	937	17	944	1,898
Other current assets	-	689	-	689
Current liabilities	-	(72)	-	(72)
<b>Total net assets</b>	<b>937</b>	<b>643</b>	<b>944</b>	<b>2,524</b>

## 17. Leasing Commitments

The company has the following lease commitments:

		31/03/24	31/03/23
		£'000	£'000
Building leases	Within 1 year	30	28
Building leases	1 – 5 years	-	-
Car lease	Within 1 year	8	4
Car lease	1-5 years	21	-
Operating leases on equipment	Within 1 year	-	1
Operating leases on equipment	1 – 5 years	-	-
		59	33

## 18. Other Commitments

There have been no significant capital commitments contracted for by the company or authorised by the directors but not yet contracted for as at 31 March 2024.

## 19. Legal Status

By Article 40 of the Companies (NI) Order 1986, the company is exempt from including the word "limited" in its name. The company is limited by guarantee and has no share capital.

## 20. Related Party Transactions

Christian Aid Ireland operates on an all-Ireland basis and two companies have been registered under the name Christian Aid Ireland, one in Northern Ireland and one in the Republic of Ireland. Ten of the Board members sit on the Board of both companies and four board members are unique to each of the companies.

Christian Aid Ireland is part of the wider Christian Aid family and is a related party of Christian Aid (a company registered in the UK, company no. 517525, charity no. 1105851). Christian Aid Ireland shares the International Department of Christian Aid and receives some services, including Human Resources, Information Technology and Supporter Relations support.

Christian Aid Ireland receive a share of the profits of Christian Aid Trading Limited.

The company has the following related party transactions with:

- Christian Aid (registered in the UK as Company no. 5171525, Charity no. 1105851)
- Christian Aid Ireland (Republic of Ireland Company no. 426928)
- Christian Aid Trading Limited (registered in the UK, Company no. 01001742):

	CA UK	CAI
	£'000	£'000
<b>Opening Balance (Inter-company Creditor – Note 13 / Debtor – Note 12)</b>	<b>(294)</b>	<b>-</b>
<b>Transactions during the year</b>		
Income	455	44
Grants Expenditure	(407)	-
Payment	788	(44)
Expenditure	(196)	-
<b>Closing Balance (Inter-company Debtor – Note 12 / Creditor – Note 13)</b>	<b>346</b>	<b>-</b>

Income represents Deed of gift paid to the relevant company; Income from recharges of salaries; transfer of investment fund money or funding received to settle intercompany balances.

Grant expenditure to CA UK represents restricted grant to overseas partners.

Other expenditure includes reimbursement of expenses or salaries on behalf of the related company, payment of deed of gift; transfer of funding to related company or the transfer of Income previously received into the incorrect company.

## 21. Ultimate Controlling Party

The members of Christian Aid Ireland are considered to be the ultimate controlling party.

**Christian Aid Ireland**

Northern Ireland - Charity number 101631

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# Annual report

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## Directors'/Trustees' Strategic Report

The Directors have pleasure in submitting their Annual Report and audited Financial Statements of the company for the year ended 31 March 2024.

### Structure, Management and Governance

#### Legal Status

Christian Aid Ireland, a Public Benefit Entity, is the development agency of the Church of Ireland, the Presbyterian Church in Ireland, the Methodist Church in Ireland, the Non-Subscribing Presbyterian Church of Ireland, the Moravian Church, the Salvation Army, the Religious Society of Friends (Quakers) and the Irish Council of Churches.

Christian Aid Ireland operates on an all-Ireland basis however two companies have been registered under the name Christian Aid Ireland.

- In **Northern Ireland**, Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number NI059154). In Northern Ireland, the company is registered with the Charity Commission of Northern Ireland (Charity Number XR94639). The financial statements are prepared in Sterling and are fully audited.
- In **the Republic of Ireland** Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number 426928). In the Republic of Ireland, the company is registered with the Charities Regulatory Authority (Charity Number CHY6998). The financial statements are prepared in Euro and fully audited.

The two companies comply with all the legal and fiscal requirements of their own jurisdictions but operate together and produce a non-statutory report and combined accounts for the whole of Ireland to reflect this position. Both organisations are governed by their Memorandum and Articles of Association and provide for member-based organisations limited by guarantee.

#### Related Organisations

Christian Aid Ireland is part of the wider Christian Aid family and is a related party of Christian Aid (a company registered in the UK, company no. 517525, charity no. 1105851). Christian Aid Ireland shares the International Department of Christian Aid and receives some services, including Human Resources, Information Technology and Supporter Relations support.

#### Board Members and Structure

Christian Aid Ireland as discussed above operates on an all-Ireland basis under two limited companies registered under the name Christian Aid Ireland. The Trustees are also full Directors of Christian Aid Ireland for Company Law purposes.

Directors are drawn from diverse backgrounds in business, professional life and member churches. This ensures a broad range of experience and skills are brought to Board deliberations. Two categories of Directors exist: at least eight (max. 10) representatives of the member churches and up to 7 other representatives appointed by the Board of Christian Aid Ireland. There are 6 Board members in common between the Northern Ireland and Republic of Ireland companies and 8 Directors who sit only on one of the two company Boards.

New Directors are nominated by the Nominations and Board Governance Committee and appointed by the members at the Annual General Meeting. New Directors participate in an induction programme where they are introduced to the work of Christian Aid Ireland and meet individually with the executive leadership team to gain an overview of the organisation's structure and governance arrangements to enable them to fulfil their roles. Further training for appointees and all Board members is given as and when required, or if specifically requested. Board and staff members adhere to a Code of Conduct and a Declaration of Interests is completed annually.

One quarter of the Directors retire each year by rotation.

The Board's principal responsibilities include: determining the overall strategy, policies, direction and goals of Christian Aid Ireland; protecting and promoting the identity and values of the charity; and fulfilling their statutory responsibilities. The Board delegates the day to day operation of the organisation to the CEO and the Leadership Team.

There are clear distinctions between the role of the Board and the executive leadership team. The executive leadership team is responsible for preparing policy, strategic planning budgets, financial reports and risk registers which are approved by the Board. The executive leadership team then implements the policy, plans and budgets and these are continually monitored by the Board.

No directors receive remuneration for their services to Christian Aid Ireland but are reimbursed for any incidental expenses claimed.

During the past financial year, the Board met five times, giving the members the opportunity to develop greater understanding of the organisation's objectives and performance. Three new board members participated in induction training.

There are currently four committees of the Board:

- Income, Finance, Risk and Audit Committee
- Nominations and Board Governance Committee
- International Programme Advisory Committee
- Fundraising and Communications Committee

*Income, Finance, Risk and Audit Committee (IFRA)*

The IFRA meets at least quarterly and is made up of between 3 and 8 members. Up to four members can be appointed by the Board (at least one being drawn from each of the NI and ROI Boards). The Chair is nominated by the Nominations and Board Governance Committee. The Committee has the authority to obtain specialist external advice when required or if necessary to invite someone with specialist skills onto IFRA for a specified period. The quorum is three members of the Income, Finance, Risk and Audit Committee, two of whom must be Directors. Christian Aid Ireland has one external member of IFRA who is not a member of the Board (Ms Jackie Trainor).

The IFRA operates under terms of reference and assists the Board in their responsibility in:

- ensuring that the organisation's accountability framework is fit for purpose
- examining and reviewing all systems and methods of financial control
- ensuring that adequate processes exist for the identification, analysis and management of risk
- reviewing the recommendations contained within both internal and external audits and ensuring an appropriate implementation process is in place
- ensuring the charity is complying with relevant laws, financial regulations, appropriate voluntary codes and recognised good practice.

The IFRA reviews the principles governing the pay and benefits of all employees and recommends to the Board for approval any increase in remuneration of employees including key management personnel and the Chief Executive.

The IFRA reports to the Board at each Board meeting and the minutes of their meetings are shared with the Board. The IFRA reviews the annual financial statements and detailed budget for the year, ensuring that it is in line with the strategic priorities of the organisation and recommends both for approval to the Board. Monitoring of performance against budget is done on a regular basis.

The IFRA met four times during the year.

#### *Nominations and Board Governance Committee (N&BG)*

The Nominations and Board Governance Committee is responsible for seeking nominations for the recruitment of new Board members. Its primary concern is to ensure that there is a strong Board in place which continues to have a mix of skills, experience, qualities and knowledge appropriate to Christian Aid Ireland's structures and the needs of its beneficiaries, so that the organisation can respond to the challenges and opportunities it faces. Christian Aid Ireland has one external member of N&BG who is not a member of the Board (Ms Gillian Kingston).

The Nominations and Board Governance Committee adheres to the Terms of Reference agreed by the Board for how the Committee operates. It presents its recommendations to the Board prior to the AGM and the Board issues a slate of names for the members to vote on at the AGM, usually held in October each year.

The Nominations and Board Governance Committee met in full four times during the year.

#### *International Programme Advisory Committee (IPAC)*

The IPAC meets at least three times each year and is made up of between 3 and 5 members. At least two members must be members of the Board. The Chair is nominated by the Nominations and Board Governance Committee. Christian Aid Ireland has three external members of IPAC who are not members of the Board (Ed O'Donovan, Rosario Kunda & Bob Hanna).

The purpose of IPAC is to advise on the development of Christian Aid Ireland's international programme work and to monitor the impact of this work.

This Committee fulfils an advisory, governance and supporting role:

- *Advisory*: provides advice to the Head of Programmes on policy and strategy decisions affecting the fulfilment of CAI's international programme of work.
- *Governance*: oversees the implementation of CAI's programme work in line with the organisational Strategic Plan and reports on this to the Board.
- Understanding of the field work of CAI and its impact on communities in the global south through beneficiary stories of change.

In fulfilling this purpose the IPAC has the following responsibilities:

- *Monitor major organisational initiatives impacting on international programme work* - will challenge, support and contribute to any major organisational initiatives of relevance to the International Programme (such as reviews of strategy or structure).
- *Review and Approval of Policies and Strategies* - focussing on organisational learning, the IPAC will review and, where appropriate, approve: Programme Policies and Strategies (including Safeguarding).
- *Accountability*
  - periodically review and, where relevant, make recommendations to the Programme Development Unit (PDU) to strengthen CAI's framework for impact measurement and reporting on the changes to people's lives.
  - will review and provide feedback on selected programme evaluations and major strategic evaluations and reviews conducted within CAI.
  - will review the lessons and implications of research conducted by/under the auspices of CAI.
  - will review CAI's programme progress on an annual basis against the Strategic Plan.
  - will review the narrative within the Annual Report.

The International Programme Advisory Committee met in full four times during the year.

#### *Fundraising and Communications Committee (FCC)*

The FCC meets at least three times each year and is made up of between 3 and 5 members. At least two members must be members of the Board. The Chair is nominated by the Nominations and Board Governance Committee. Christian Aid Ireland has three external members of FCC who are not members of the Board (Colin Skehan, Jane Adrain & Megan Ross).

The purpose of FCC is to advise on the development of Christian Aid Ireland's voluntary fundraising and communications work and to monitor the impact of this work.

This Committee fulfils an advisory, governance and supporting role:

- *Advisory:* the Committee provides advice to the Head of Fundraising and Supporter Engagement, and the Head of Communications, on strategic planning.
- *Governance:* the Committee oversees the implementation of CAI's voluntary fundraising and communications strategies in line with the organisational Strategic Plan and reports on this to the Board.
- *Supporting:* the Committee supports the Christian Aid Ireland Board in its implementation and oversight of voluntary fundraising and communications activities and priorities.

In fulfilling this purpose, the FCC has the following responsibilities:

- To consider the framework for oversight of voluntary fundraising and communications, in light of the fundraising and communications strategies, including policy-setting, assurance, regulatory compliance and training.
- To provide advice to the Board on voluntary fundraising performance and communications impact.
- To keep under consideration the links between institutional fundraising and voluntary fundraising within Christian Aid Ireland

The Fundraising and Communications Committee met in full once during the year.

Board and Committee attendance

Board Attendance during the year was as follows:

<b>Name</b>	<b>Board</b>	<b>IFRA</b>	<b>N&amp;BG</b>	<b>IPAC</b>	<b>FCC</b>
Rev Dr Liz Hughes	5/5	4/4	4/4		
Dr Steve Aiken	4/5	1/2			1/1
Dr Nicola Brady	5/5		4/4		1/1
Ms Pauline Conway	5/5			4/4	
Mr Geoffrey Corry	5/5			3/4	
Rev Colin Darling	5/5				
Mr Hal Hosford	5/5	4/4			
Ms Maeve Marnell	5/5	4/4			
Rev Uel Marrs (Appointed Nov 23)	2/3				
Rev Paul Maxwell (Appointed Nov 23)	2/3				
Very Rev Dr Ivan Patterson (Appointed Nov 23)	1/3				
Rev Dr Livingstone Thompson	3/5	4/4			
Mr Graham White (Resigned Apr 23)	0/0	0/0			

## Profile of Board Members

Rev Dr Liz Hughes (Chair)	Rev Dr Liz Hughes is a retired Presbyterian Minister and former chair of the Council for Global Mission. She worked as a missionary overseas for several years before returning to Northern Ireland, where she eventually worked as Minister of Whitehouse Presbyterian Church.
Dr Steve Aiken	Dr Steve Aiken was Leader of the Ulster Unionist Party and is an MLA for South Antrim. He spent 32 years in the Royal Navy, commanding submarines and working extensively in the Middle East. He holds a PhD and MPhil from the University of Cambridge in the field of international relations. He is a member of Kilbride Church of Ireland and lives in Ballyclare, County Antrim.
Dr Nicola Brady (Vice Chair)	Dr Nicola Brady is General Secretary of Churches Together in Britain and Ireland.
Ms Pauline Conway	Ms Pauline Conway is a former Irish diplomat, who served in the Department of Foreign Affairs and Trade from 1979 - 2009. Pauline is actively interested in climate change issues. She is a parishioner of Guardian Angels Church, Newtownpark Avenue, Blackrock, Dublin.
Mr Geoffrey Corry	Mr Geoffrey Corry is a Dublin Methodist. He started out as Youth Officer and switched careers in 1987 to become a self-employed dialogue facilitator, family mediator and mediation trainer running his own courses for over thirty years. He has direct experience of working in conflict situations in Israel/Palestine, Colombia, Haiti and West Africa.
Rev Colin Darling	Rev Colin Darling is rector of St John's Killyleagh. Colin is passionate about helping people on their journey of faith. Wherever they happen to be on that journey.
Mr Hal Hosford	Mr Hal Hosford is a chartered accountant, a member of Dun Laoghaire Methodist Church and a Trustee of the Methodist Church in Ireland.
Ms Maeve Marnell	Ms Maeve Marnell is a solicitor. Maeve founded the charity Food For Thought Africa in 2007 and remains an Executive Trustee. Maeve has been involved in the Northern Ireland Council for Integrated Education since 2016 and is an independent assessor for the Commissioner for Public Appointments NI.

Rev Uel Marrs  
(Appointed Nov 23)

Rev Uel Marrs is Secretary of Council for Global Mission of Presbyterian Church in Ireland.

Rev Paul Maxwell  
(Appointed Nov 23)

After serving as a Lay Pastoral Assistant on the Cork South and Kerry Circuit of the Methodist Church in Ireland, Paul candidated for the Methodist ministry and was Ordained in 2011. Paul's ministry has taken him to Cavan, Longford, Carlow, and Kilkenny and he is currently stationed in Dundonald on the Belfast Circuit. He is also the Convenor of the Methodist Church in Ireland's World Development and Relief Committee and a member of the Irish Methodist World Mission Partnership Committee, Irish Methodist Safeguarding Board and the European Commission on Mission, a committee on World Development and Mission for the European Methodist Church.

Very Rev Dr Ivan  
Patterson (Appointed  
Nov 23)

Ordained Minister in the Presbyterian Church in Ireland. Ministered in Newcastle, Co Down for 22 years before retiring. Moderator of PCI 2011 and President of the Irish Council of Church 2019-21. Convener of Union College's Management Committee. Long time involvement in Central Europe especially Hungary and Romania.

Rev Dr Livingstone  
Thompson

Rev Dr Livingstone Thompson is a religion specialist and theologian. He brings a wealth of knowledge in a number of fields and experience and skills in Diversity and Inclusion training and in the management of non-governmental organisations.

## Strategy

During 2022, the Board of Christian Aid Ireland approved a new five year (2022-2026) organisational strategy titled "Stronger Together".

### Mission

Everyone is equal in the sight of God, yet we live in a world where the scandal of poverty, inequality and injustice persists. We act as a global movement of people to respond in practical ways to alleviate suffering; to expose and eradicate misuses of power; and to provide humanitarian support in crises and emergencies. We are a faith-based organisation, anchored in many church congregations and a wide network of trusted partnerships with organisations across the world who hold the same values. We bear witness, amplifying the voice of the marginalised and using our global presence to create a movement of people who passionately champion dignity, equality and justice for all.

### Vision

A world where:

- Everyone lives in dignity, free from poverty, injustice, inequality and violence.
- Global resources are shared fairly and used sustainably.
- The voices of those living in poverty and crisis are amplified so their stories are heard and their struggles championed.

### Values

Love, Dignity, Justice, Equality, and Integrity

### Identity

We are here to help end poverty, injustice, inequality and violence in some of the poorest countries across the world.

We are an international development agency founded by the Protestant churches of Britain and Ireland. Christian Aid Ireland is a separate independent entity within the wider Christian Aid family, sharing the same vision and values. Our work is based on our Christian belief that everyone is created in the image of God and deserves to live a full life.

We tackle both the symptoms and root causes of poverty and injustice, challenging the systems and structures that keep people poor, powerless, marginalised and vulnerable.

We support people of all faiths and none by working with local partners in around 30 countries in Africa, Asia, the Middle East, Latin America and Eastern Europe. Over two thirds of the countries we work in are affected by conflict.

We are a global movement of people, churches and partner organisations who passionately champion dignity, equality and justice worldwide. We are the change makers, the peacemakers, the mighty of heart.

We are a member of ACT Alliance (Action by Churches Together), the worldwide ecumenical network for emergency relief. We are also a member of the IEA (Irish Emergencies Alliance).

Where we work:

Christian Aid works globally in 27 countries in partnership with faith-based and secular partner organisations.

Christian Aid Ireland has a special focus on 23 core countries, where we concentrate our efforts and resources to best effect.

Our focus countries are:

- Africa: Burkina Faso, Burundi, Democratic Republic of Congo (DRC), Ethiopia, Kenya, Malawi, Sierra Leone, South Sudan, Zimbabwe and Nigeria.
- Asia, Middle East: Afghanistan, Bangladesh, Syria, Lebanon, Israel and the Occupied Palestinian Territory (loPt), Myanmar.
- Latin America and the Caribbean: Colombia, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras
- Europe: Ukraine

## How we work

### *Working through partnership:*

People living in poverty are the real experts on their situation. They should have the power to shape their future and fulfil their human rights. That is why we work with local organisations or partners that have a unique insight into the problems faced by their communities. Together we develop projects tailored to meet the needs of communities, which differ across locations and contexts.

We work to ensure that people living in poverty, especially women and excluded groups, can participate in decision-making, holding those in power to account. Working through partner organisations also means that we can provide support as soon as emergencies happen and ensure that a locally-led response is sustained both during and after a crisis.

### How we engage and communicate with stakeholders

Christian Aid Ireland communicates regularly with our supporters about how their generous donations are put to use to tackle poverty and injustice. Our website, christianaid.ie, alongside our main social media channels, Facebook, Twitter and Instagram, are the primary ways in which we share regular updates. We produce two 16-page magazines a year in May and October, with feature articles about our overseas work. Church and community initiatives across the Republic of Ireland and Northern Ireland include regular outreach and information events to facilitate face-to-face engagement and exchange with our valued supporters.

### How we engage with staff: remuneration policy

HR is provided under a shared service agreement from the London office and to date our remuneration policy follows their written policy.

Salaries are set within a policy that reflects the values and ethos of the organisation, benchmarking against other comparable charities and church organisations at a level that is just below or at the median of these comparators.

The basic principle for determining salaries is that employees carrying out the same or similar jobs in the same location are paid the same or similar salary. Salaries differ where jobs are of a different size, complexity, responsibility and accountability.

Tackling global poverty and social injustice is highly complex and we value the contribution that each individual employee makes to our organisation's success. Our approach to reward is guided by the following principles which are applied equally to all our staff wherever they are located and whatever their position:

- We will provide a total reward package which recognises contribution to the achievement of our aims.
- Our reward offering will be competitive in the marketplace from which we draw the people we need.
- The reward decisions we make will be consistent and based on objective assessment of our organisational needs.
- Wherever we can we will offer flexibility and choice so that individuals can achieve what is most relevant and has most value to them.
- We will make arrangements which comply fully with relevant legislation wherever we are operating.

Christian Aid Ireland monitors any changes to policy or uplifts applied by Christian Aid and decides whether the changes are applicable, relevant and appropriate to each of the jurisdictions in which we

operate (namely Northern Ireland and Republic of Ireland). Pay uplifts are discussed and reviewed by the Income, Finance, Risk and Audit committee (IFRA) and approved by the Board.

#### Commitment to best practice in Corporate Governance

Christian Aid Ireland is committed to the standards contained within the Irish Development NGOs Code of Corporate Governance as developed by Dóchas. The aim of the code is to determine and formulate standards of best practice in corporate governance applicable to the Development NGO sector with a view to strengthening the impact and quality of Development NGO work and enhancing stakeholder confidence in the sector.

Christian Aid Ireland believes that it is compliant with the Charities Governance Code as required by the Charities Regulator. Reporting on compliance was required by January 2021. This code has replaced the Dóchas code referred to above.

#### Objectives

Christian Aid Ireland believes in tackling the root causes of poverty, not just the symptoms. We believe the world can and must be changed so that there is equality, dignity and freedom for all. We are driven to make this change happen and to inspire others to help make it happen.

Poverty, power, prophetic voice and partnership are the four core pillars of our understanding of how to address and eradicate poverty.

#### **Our organisational strategy to help us achieve these four pillars is based around these 4 statements of strategic intent:**

##### **Building a movement across Ireland:**

Amplifying the voices of those living in poverty and crisis in the countries we work in, we will mobilise individuals, churches, coalitions and other organisations to work with us for the world we want to see.

##### **Building peaceful just and inclusive societies:**

We will work in solidarity with our partners to address the root causes and symptoms of poverty and meet the needs of marginalised people and communities in crises and conflict. We will bring together our life-saving humanitarian work, longer term development programmes and peacebuilding efforts to better support people living in crisis situations.

##### **Demanding gender equality and supporting people who face discrimination:**

We will work in solidarity with our partners to challenge injustice so that everyone, especially women and girls and those discriminated against because of their identity, can live a full life.

##### **Tackling the root causes of injustice:**

We will identify, challenge and change the systems and structures that keep people in poverty, tackling imbalances in power and ensuring the world's resources are shared fairly and sustainably.

Our corporate priorities are:

**Corporate Priority 1. Increase institutional income:** We seek to grow and diversify our income sources and manage our costs effectively. We also commit to influencing donors to provide flexible funding to locally-led humanitarian, development and peacebuilding initiatives.

**Corporate Priority 2. Increase non institutional income:** We have seen a decline in unrestricted income over the last few years in particular areas such as Christian Aid Week house to house collections. We commit to growing our income and inspiring donors to give generously, from

individual supporters to trusts, churches and institutions to ensure our vision of the world we want to see is funded both now and in the future.

**Corporate Priority 3. Organisational operational excellence:** we commit to Christian Aid Ireland being a positive place to work for and with. This includes: Being a diverse, welcoming, inclusive and safe space to work regardless of race, ethnicity, faith, disability, social background or sexual orientation; Ensuring our values of love, dignity, justice, equality and integrity are lived out through all aspects of our work; Being accountable to our donors, supporters and the communities we work with by managing our resources, delivering our work effectively and efficiently and minimising our footprint on this fragile earth; Committing to our own learning and development; Monitoring our work.

**Corporate Priority 4. Deliver impact in our programmes:** In line with our organisational strategy we will:

*Deliver quality programmes focused on; building peaceful, just and inclusive societies by providing life-saving emergency support, meaningfully involving women, youth and marginalised people in peacebuilding & conflict prevention processes and supporting people to demand their basic rights and promoting human rights; demanding gender equality and supporting people who face discrimination by partnering with feminist and minority-led organisations to bring about gender equality, promoting and protecting the efforts of our partners, human rights defenders and activists to bring an end to discrimination, strengthen the protection of vulnerable groups, using our expertise to support and strengthen partners to reduce and respond to violence against women, girls and other at-risk groups and striving to 'Leave No One Behind'*

*Deepen our commitment to working in partnership by: championing the wishes and preferences of the people we work with and shifting power to local communities; deepening our understanding of how our power shapes our partnerships; learning from the expertise of local partner organisations and the first hand experiences of the communities we work with; providing more sustained financial support to our local partner organisations.*

**Corporate Priority 5. Build a movement across Ireland:** We will do this by; deepening and nurturing our relationships with churches and congregations to expose the issues of injustice and inequality and to understand the depth and complexity of these issues and how we can respond as Christians; encouraging individuals, churches, schools and groups to speak up for justice and influence change; galvanising volunteers to give their time and talents to grow support and invite people to pray with us; moving people to pray and act in solidarity with those living in poverty connecting us as global neighbours; deepening public awareness and understanding of our unequal world by faithfully telling the stories of those living in poverty and crisis and helping supporters explore how they can act as global citizens to build a better world.

**Corporate Priority 6. Tackle the root causes of injustice:** We will do this by: Building alliances to shift government policy in Ireland and globally; informing and challenging political leaders to take action, advocating for changes in laws and policies at governmental, EU and UN levels and holding those in power to account; demanding a more just economic system where power and resources are shifted from a small number of extraordinarily wealthy countries to individuals and communities that have been excluded; pushing for fairer global rules in tax, finance and corporate accountability; demanding fairer climate action ensuring wealthy, high-emitting countries step up and deliver their fair share of the global effort needed; producing timely, thorough and impactful research and analysis working with local partner organisations to highlight injustice, isolate its causes and raise awareness of the action needed to end it.

#### Corporate Priority 1: Increase institutional income

As we seek to grow and diversify our income sources, we have made a number of funding submissions over the course of the year. The submissions have either been directly from CAI or as part of a submission from the wider CA family. An overview of the highlights during the year are as follows:

- CAI had 2 successful ECHO consortia proposals in **Myanmar** for the Front Line Emergency Responder project and Cyclone Mocha emergency. These totalled €1m of new ECHO funds for CAI
- CAI, on behalf of the wider CA family, is now globally leading on all ECHO funding and EU funding opportunities and donor engagement
- CAI Institutional Funding has positively exceeded expectations and has exceeded FY23/24 Income Target
- CAI has secured membership of the VOICE EU –the network of European humanitarian INGOs - (<https://voiceeu.org>)
- CAI was one of 3 organisations successful in an Irish Aid call for proposals to support capacity building of local organisations in **Ukraine**
- CAI secured an ECHO Top Up Grant of €150,000 for ECHO Front Line Emergency Response project in **Myanmar**
- Three (**Sierra Leone** - \$1.9m, **Columbia** - \$1.75m & **Haiti** - \$1.5m) UN Peacebuilding Fund (UNPBF) applications were successful (doubling the number of PBF contracts to date)
- With assistance from CAI's Peacebuilding and Conflict Prevention Team, Christian Aid was accepted to the FCDO Conflict, Stability and Security Fund (CSSF) Framework (fund value: £300,000,000). In addition, CA has also been accepted to the FCDO Global Development Delivery Framework (GDD) framework (contract range £5m to £100m - fund value GBP 3,000,000,000), focused on the conflict streams of work. Christian Aid was the only successful NGO-led consortium in this framework
- 7 further ECHO proposals were submitted this year. We have received 1 response so far – CAI has been pre-selected for the proposal submitted in **South Sudan**. Responses to proposals for **Myanmar, Burkina Faso, NW Nigeria, NE Nigeria, Palestine and Haiti** are awaited

#### Corporate Priority 2: Increase non institutional income

We recognise that a large percentage of our public income is generated by and through churches and individuals who are part of a worshipping community. An analysis of our total income in the past ten years showed relative stability but also the need to put in place a growth strategy, prioritising the channels of regular giving, legacies and major gifts, while continuing to work closely with our core church partnerships and events programmes particularly in the areas of regular giving and legacy gifts.

Christian Aid Ireland's public fundraising comes from a mix of audiences including churches, trusts, individual direct mail donations, regular gifts, legacies, a shop and some major donor relationships. We value our major annual public fundraising event, Christian Aid Week but also recognise the challenges faced by those who lead the house to house collection in Northern Ireland. We have finalised our case for support. We continue to explore and expand digital fundraising opportunities.

We have created a dedicated Fundraising and Communications Committee to advise on the work of voluntary fundraising and communications.

We are grateful for the generous support of our small portfolio of trusts and foundations in Ireland who have enabled us to support a variety of programmes.

We have been incredibly encouraged by the generosity of our denominational partners in recent times. The Presbyterian World Development Appeal has been supporting projects in Sierra Leone, South Sudan and Haiti and additional funding was provided for the ongoing humanitarian appeal for Ukraine. The Church of Ireland Bishops Appeal have continued to support our work in countries such

as Malawi and Turkey/Syria following the devastating earthquakes. The Methodist World Development and Relief Committee began a new partnership with us supporting a partner CASM in Honduras working on climate change adaptation in the dry corridor.

### Corporate Priority 3: Organisational operational excellence

We want to ensure that our staff have the right skills and abilities to deliver our priorities and that those staff can develop and flourish. We also want to ensure that our staff, partners, and volunteers are treated fairly, respectfully and with dignity.

Some Christian Aid Ireland staff continue to work from home and adapt to a different way of working. We continue to provide support where necessary in order to make this change as straight forward as possible.

We continued to ensure that processes and controls were in place within the charity, to ensure we conducted our work in an open, transparent and accountable manner to effectively manage and control the organisation, meeting all governance requirements. The Board met regularly, has diverse members, with good skills and mix of gender, has induction procedures in place and is well attended. Further details are outlined in the *Structure Management and Governance* section above. A number of policies were either reviewed or introduced over the course of the year.

A 3-year programme of head office Internal Audits is in place.

Christian Aid Ireland monitors and complies with legislation, standards and codes which are developed for the sector in Ireland. Christian Aid Ireland subscribes to and is compliant with the following standards:

- The Charities Act 2009
- Dóchas Code of Corporate Governance
- Dóchas Code of Conduct on Images and Messaging
- The Lobbying Act 2015
- The Charities Governance Code

The Board of Christian Aid Ireland have chosen to complete the self-assessment checklist on the Charities Governance code as issued by the Charities Regulator instead of the Dóchas Self-Assessment checklist. The Board believes that we are compliant with this code.

The Board aim to ensure the following six principles of charity governance are applied:

- advancing its charitable purpose
- behaving with integrity
- leading people
- exercising control
- working effectively and
- being accountable and transparent

There were no political contributions in the year ended 31 March 2024, and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). We have made all returns and submissions required by the Act.

We continue to monitor costs and try to ensure value for money in all our procurements. Regular financial monitoring takes place at Income, Finance, Risk and Audit Committee and Board meetings. Annual budget and 3-year projections are prepared to ensure financial infrastructure is in place to guide decision-making.

## Financial Review

The financial statements for Christian Aid Ireland are set out on page 40 to 54.

A detailed commentary on the principal sources of funding and the financial results for the year ended 31 March 2024 is set out below.

### Income

Income	31/03/24	31/03/23
	£'000	£'000
Income	2,153	2,697

During the year, the charity raised £2,153k (2022/23: £2,697k) which reflects the continued commitment of Christian Aid Ireland's very generous supporters and sponsoring churches to meeting the needs of poor communities throughout the world. The principal funding sources are outlined below:

### Donations

This includes Christian Aid week, Regular Gifts, Church Partnerships, General Donations, and Denominational appeals. Gift Aid on donations enabled Christian Aid Ireland to reclaim £170k on donations during the 2023/24 financial year.

Donations	31/03/24	31/03/23
	£'000	£'000
Christian Aid Week	367	407
Regular Gifts	397	405
Church/Denominational	350	824
General Donations	358	341
Emergency Appeals	276	493
Income	1,748	2,470

#### *Christian Aid Week*

We are working with our volunteer organisers and collectors to explore and diversify the annual house to house collection. Changing demographics and an increasingly cashless society requires us to be innovative in our approach to the Christian Aid Week appeal. Building on the integrity and commitment of our collectors, also offering different ways to engage the general public will offer opportunities to support our volunteers and increase public giving.

A wide range of activities take place during Christian Aid Week including our red envelope house to house collections, public street collections, coffee mornings, church collections and the Big Brekkie campaign. The amount raised for Christian Aid Week was £367k, down £40k (10%) on last year.

#### *Regular Gifts*

Regular gifts are payments made by generous and committed individuals on a monthly, quarterly or annual basis by direct debit or standing order. These donations are most important as they provide a source of predictable income and allow us to plan for future work. This raised £397k in the financial year (2022/23: £405k), a decrease of £8k (2%). Regular giving remains a key area for future growth in our fundraising strategy.

#### Church Partnerships and Denominational Income

The churches continue to support us generously in our emergency and long-term development work. Income from Church Partnerships/Denominational Income was £350k (2022/23: £824k).

The main Denominational/Church income received during the year came from the Presbyterian Church in Ireland (PCI), Church of Ireland Bishops' Appeal (CIBA), the Methodist Church in Ireland (MCI) and the Religious Society of Friends (Quakers). Church Income also includes funding received from Christmas, Harvest and Easter/Lent appeals, speaking engagements, Church visits and the Black Santa appeal.

#### General Donations

General donations are those donations received from general cash appeals, challenge events, community events, trusts & foundations and unsolicited income. Further details of these are noted in the Fundraising section of the Annual Report. Income from general donations totalled £358k (2022/23: £341k).

#### Emergency Appeals

Emergency Appeals	31/03/24	31/03/23
	£'000	£'000
<b>Humanitarian Appeals:</b>		
Hunger Appeal	-	1
Afghanistan Appeal 2023	-	11
Ukraine Crisis Appeal 2023	74	55
East Africa Hunger Crisis Appeal	3	210
Turkey & Syria Earthquake Appeal	44	216
Libya Floods Appeal	60	-
Middle East Crisis Appeal 2023	95	-
<b>Emergency Appeals</b>	<b>276</b>	<b>493</b>

Emergency Appeals income fluctuates from year to year depending on the scale of disasters across the world. In the 2023/24 financial year, two new humanitarian appeals were launched.

Christian Aid Ireland supporters donated to our appeals during the 2023/24 year raising £276k (2022/23: £493k). This funding comes from the public, church denominations and trusts and foundations.

#### Legacies

Legacies	31/03/24	31/03/23
	£'000	£'000
Legacies	363	192

We continue to receive donations from the legacies of exceptionally generous individuals, who remembered the work of Christian Aid Ireland with the world's poorest people in their wills. These individuals contributed £363k to income during the year (2022/23: £192k). This is another key area we hope to develop as outlined in our fundraising strategy.

## Other

Other Charitable Activities	31/03/24	31/03/23
	£'000	£'000
Other Trading Activities	28	28
Investments Income	14	7
<b>Other Income</b>	<b>42</b>	<b>35</b>

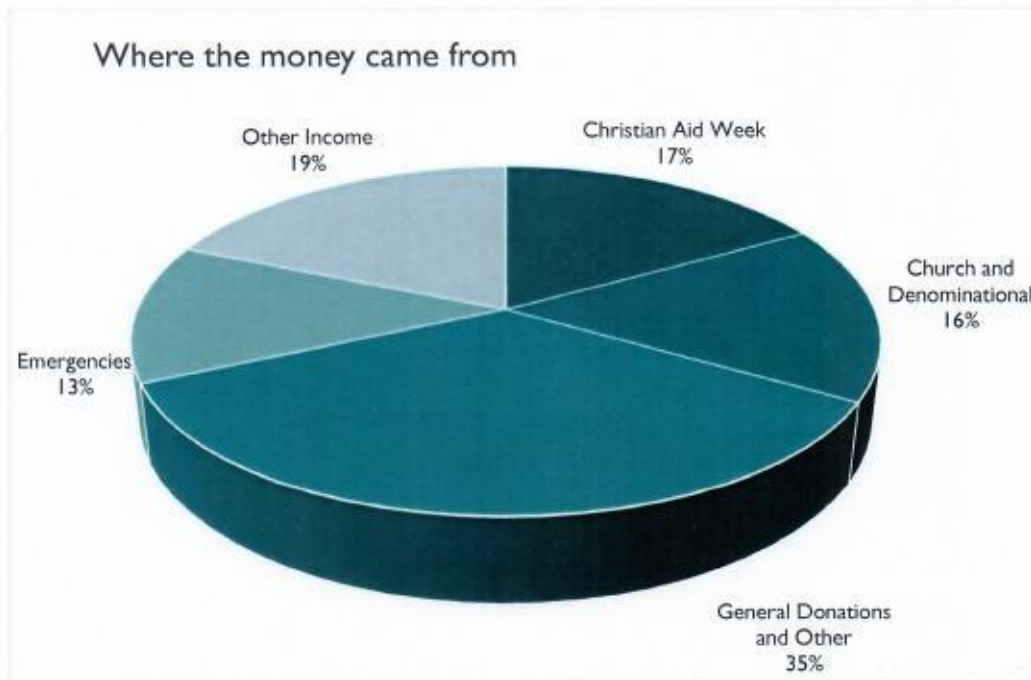
### Other Trading Activities

The trading income refers to the operation of our charity shop in Garvagh, Co. Londonderry. The income received from the shop amounted to £28k (2022/23: £28k).

### Investment Policy and income

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year. The income from short term investments for the year was £14k (2022/23: £7k).

### Where the money came from



## Expenditure

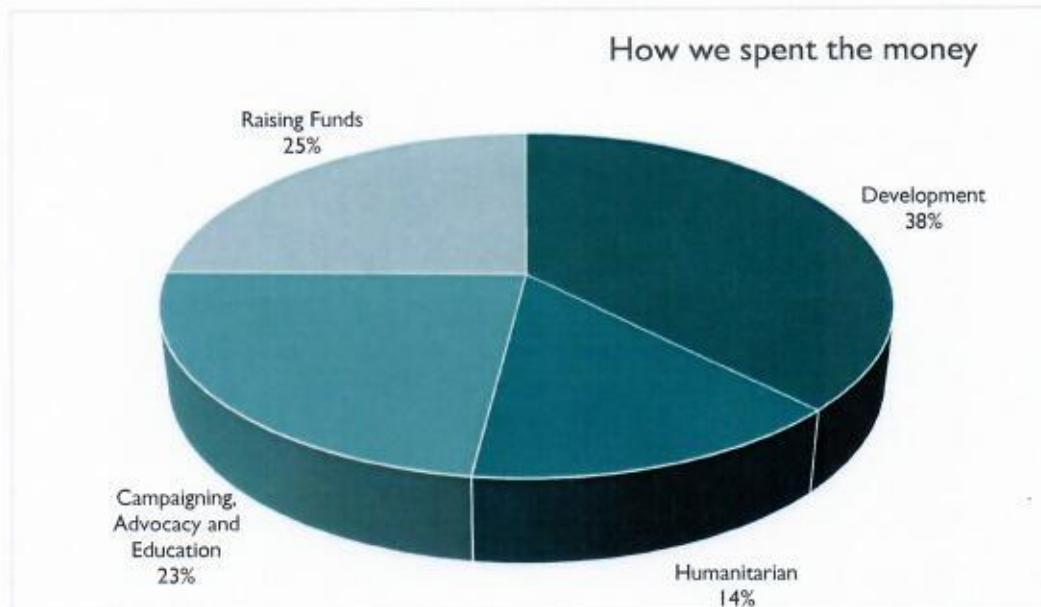
We spent a total of £1,928k (2022/23: £2,339k) during the year.

£1,452k (75%) was spent between our charitable activities as follows: Development £727k (38%); Humanitarian work £276k (14%) and Campaigning, Advocacy and Education £449k (23%).

We invested £476k (25%) in raising funds. For every £1 we spent on fundraising this year we raised £4.52 to further our work.

A key part of our work in development and emergencies is our work through partner organisations. These partnerships are funded by means of grants. To ensure that these partnerships are working effectively Christian Aid Ireland staff spend time working with partners to develop the most effective projects and programmes to be delivered, to increase the partners' capacity to deliver the programmes efficiently and effectively, and to monitor and evaluate and report on the work the partners have performed on our behalf. An analysis of where we spent our charitable funds is provided below.

## How we spent the money



## Reserves

The total reserves of £2,524k as at 31 March 2024 fall into two categories:

### *Restricted Funds*

Restricted funds are generated when the donor stipulates how a donation may be spent. In many cases there will be a time lag between when such funds are received and when they are spent. With emergency appeals there may be a need for immediate relief work, followed by longer term activities to rebuild people's lives and livelihoods, in line with the appeal request. This may result in appeal monies being spent over several years.

At 31 March 2024, we held £944k (2022/23: £879k) in restricted funds, mainly relating to denominational income. Restricted funds balances as at 31 March 2024 are detailed in Note 14 of the Financial Statements.

#### *Unrestricted Funds*

Unrestricted funds are generated when the donor does not stipulate how the income may be spent. Within certain operating needs, the charity's policy is to ensure that such funds are spent as soon as possible, while guaranteeing that these resources are used effectively.

Unrestricted funds include designated funds where the Directors have set aside money for a specific purpose. It is the policy of Christian Aid Ireland to hold a minimal operational reserve to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at any time. The level of this reserve is based upon the Directors' assessment of the likelihood of such financial contingencies and the impact they might have. In practical terms, the Directors have required that the organisation hold between 10 and 25 weeks of unrestricted spend as reserves.

At 31 March 2024, the unrestricted reserves were £1,580k (2022/23: £1,420k), of which £937k were set aside as other designated funds, £129k for voluntary income generation investment, £117k for budgeted deficit and £691k for project funding, £9k for fixed assets and the operational reserve of £634k (representing 22 weeks of unrestricted spend). These are unprecedented times, and this level of reserve is deemed necessary due to the uncertain nature of the impact from cost of living crisis on Christian Aid Ireland's unrestricted income. Unrestricted funds movements and balances as at 31 March 2024 are detailed in Note 15 of the Financial Statements.

#### Corporate Priority 4: Deliver impact in our programmes

The Peacebuilding & Conflict Prevention (PBCP) team has participated in and contributed to 2 separate thematic technical reviews of peacebuilding practice by the UN, the first on hate speech, the second on transitional justice.

We contributed to a new paper on the HDP nexus by EPLO aiming to draw out the peace component of the HDP Nexus.

Head of Programmes and Head of Programme Funding and Development attended a series of 5 workshops facilitated by Dóchas looking at locally led development and opportunities for joint advocacy to Irish Aid and other donors.

PBCP participated in meetings with global peacebuilding agencies in Geneva for PeaceNexus Foundation's specialist partner meeting, Geneva Peace Week, and UN side meetings on climate and conflict.

New Human Rights Defender protection guidance is being finalised for the PBCP programme framework (technical tools and guidance resource), to be rolled out through the community of practice.

The PBCP team presented the Pockets of Peace Report to the Alliance for Peacebuilding in the USA, a grouping of 200+ organizations working in 181 countries to end violent conflict and build sustainable peace.

CAI attended the European Humanitarian Forum and DG ECHO Partners Segment along with ACT EU meetings in Brussels in March (Head of Programme Funding and Head of Peacebuilding).

We have developed a position paper on locally-led development and humanitarian action which outlines our current approach to locally-led development and humanitarian action and highlights specific areas that we will prioritise in 2024.

#### Corporate Priority 5: Building a movement across Ireland

We are continually grateful for the consistent support we receive from our sponsoring churches – financially, prayerfully and in education of important development issues.

We exhibited as part of the Association of Mission Societies at the General Synod in Wexford in May, and gave out 70 CAW packs to ministers.

We travelled with PCI and a videographer to Sierra Leone in April to gather content ahead of their 2023/24 World Development Appeal.

We exhibited at two conferences and got involved in those conferences as much as we could – for example volunteering to speak with the teenagers about our work, and serving tea and coffee in the café area one evening.

We have completed and submitted a self-assessment for the IDEA code of good practice for Global Citizenship Education.

Belfast Bible College approached CAI to teach two classes of third year degree students.

We had a 'Talking Climate Justice' event in Portrush in collaboration with the One World festival.

We took part in a climate protest in Dublin as part of the Global Day Of Action to End Fossil Fuels.

We delivered a Talking Climate Justice event and spoke at the Climate Rally held in Belfast.

We have developed a new Gender Justice workshop.

We were quoted throughout COP28 achieving over 50 pieces of coverage.

#### Corporate Priority 6: Tackle the root causes of injustice

The policy and advocacy team built on our work and previous campaigning during 2023-24, focused on our two core priorities of economic justice and climate justice.

We were invited to participate in the National Economic Dialogue, hosted by the Irish Government. Our Head of Policy & Advocacy spoke about our research on **tax avoidance** and its impact on developing countries. We also provided input to the Irish Human Rights and Equality Commission (IHREC) ahead of a UN review of Irish economic policy.

We met key Irish officials and MEPs to advocate for support and improvement of a proposed new EU law to clean up **human rights** abuses in global supply chains. CAI also gave input as part of the DFA's advisory group on business & human rights.

With other NGOs in the Irish Coalition for Business & **Human Rights** (ICBHR), we held a satirical protest in St. Stephen's Green highlighting the issue of palm oil plantations and loss of natural resources in developing countries.

We worked with Christian Aid colleagues on a new research report assessing different options to pay for the landmark Loss & Damage fund agreed at COP27 ('The Loss & Damage Fund – Where Does the Money Come from?'). We also attended UN-level technical discussions that happen between COPs, focused on how the L&D fund will work in practice.

We wrote the international section of this Stop Climate Chaos submission to the Irish Government consultation, seeking expert advice for the 2024 **Climate Action** plan. It focused on climate finance & support for developing countries.

We worked with UK/Latin America Caribbean colleagues on a new report on protecting human rights in the green energy transition. It is part of our ongoing work on corporate accountability. It builds on CAI's research on coal mining (Colombia) but with two new case studies on aluminium mining (Brazil) and wind energy infrastructure (Kenya).

We drafted a submission from a coalition of Irish NGOs to one of the UN's most senior human rights bodies (ICESCR) as part of a review of Ireland's economic policies, focused on **tax avoidance** and how it impacts developing countries. We presented the research to the Committee, who strongly supported the issue in a formal two-day hearing with the Irish Government. They then published formal recommendations asking Ireland to reform their tax policies to prevent avoidance. It is only the second time ever this has happened, and the first was also based on CAI's research. We were part of a Christian Aid delegation that attended the UN climate negotiations (COP) in UAE.

We are grateful to the Irish Methodist church for providing us with funding in order to further our Policy & Advocacy work.

## Looking to the future

The following will be our key areas of focus over the coming year(s).

### Corporate Priority 1. Increase institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Strategic direction and management of a successful CAI Programme Funding function and donor portfolio within a One CA framework
- Accelerate and sustain CAI funding growth and ambition
- Ensure that Irish Aid is confident in the quality of CAI's ICSP and is aware of the potential to absorb additional funding when opportunities arise
- Funding response to sudden onset emergencies and other humanitarian work through successfully pursuing opportunities for humanitarian fundraising, including appeals

### Corporate Priority 2. Increase non institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Fundraising strategy is finalised and is being implemented
- Embed the new Communications and Fundraising Committee
- Grow our donor and supporter base
- Trusts and foundations
- Deliver a successful Christian Aid Week
- Grow unrestricted income
- Ensure Gift Aid and Efficient Giving claims become business as usual
- Work with CA colleagues to develop a long term sustainable process for reclaiming income

### Corporate Priority 3. Organisational operational excellence

In order to ensure that we maintain and build upon operational excellence, we will aim to undertake and focus on the following:

- A CAI operational model that is future proof, adaptive and responsive to the changing external environment
- Agreements between CAI and CA
- Board & Leadership Team performance
- Staff engagement
- Equality, diversity and inclusion and belonging
- Policy review
- Deliver compliance & governance responsibilities

### Corporate Priority 4. Deliver impact in our programmes

In order to ensure that we maintain and build upon our programmatic operational excellence, we will aim to undertake and focus on the following:

- Irish Aid programme
- ECHO projects and programmes
- Development funding
- Thematic expertise and programme approaches
- Specific peacebuilding and conflict prevention expertise
- External engagement and influencing

## Corporate Priority 5. Build a movement across Ireland

We will aim to undertake and focus on the following:

- Build deeper relationships with churches and individual Christians to inspire and equip them to challenge the root causes of poverty through giving/fundraising, acting and praying
- Develop and grow our Global Citizenship Engagement work
- Proactive communications for every key opportunity and ability to react to news cycle linked to emergencies, global work, advocacy campaigns and supporter efforts
- Continue to work towards improving quality of content and stories for social media, website, magazine and media

## Corporate Priority 6. Tackle the root causes of injustice

We will aim to undertake and focus on the following:

### Economic justice

- Supply chain law: continue to advocate for ambitious, effective new IRL and EU laws requiring human rights and environmental due diligence checks along company supply chains; advocacy to MEPs and IRL government to pass draft EU directive and transpose into Irish law; publish analysis of final text.
- ICBHR: strengthen CAI's leadership role within the Irish Coalition for Business and Human Rights, grow membership and financial stability; highlight our local partner work in campaigning.
- Tax impact review: advocacy and campaigning linked to successful UNCRC & CESCRC submissions for government to conduct a new formal 'external impact' analysis of tax impact on developing countries, ten years on from 2014 review.
- UN Tax Convention: work with partners (TJN, GATJ) to advocate for a new UN Tax Convention that would address avoidance and benefit developing countries.
- Domestic tax policy: continued advocacy to close the 'Single Malt' tax avoidance structure, reform tax treaties signed with developing countries and implement the OECD reform deal

### Climate justice

- Domestic climate action: ongoing advocacy to ensure that Ireland's carbon budgets and annual Climate Action Plan are consistent with the Paris Agreement and falling national emissions
- COP 29: attendance, advocacy and media work in Azerbaijan Nov-Dec 2024 as part of wider PPC delegation
- Global climate finance rules: a formal review (NCQG) is happening at UN/COP level to fundamentally change how climate finance works and is distributed; influence this with PPC colleagues and push Irish Government to engage
- Irish climate finance: yearly technical assessment of Irish climate finance contributions (adaptation, mitigation) and advocacy towards Irish Government to hit UN and fair share targets
- Loss & Damage funding: as follow up to 2023 publication The Cost of Inaction paper, advocate for increased Irish L&D funding and our proposals to raise revenue including a levy on fossil fuel producers

### Country-specific

- Cerrejón mine: progress formal OECD human rights complaint regarding the mine's impact, in partnership with CAJAR, CINEP, AIDA & GLAN including mediation between communities & ESB; Primetime Special and other media work
- IOPT: coalition building and campaigning with Irish civil society partners, in particular responding to Gaza and pushing for accountability in relation to violations of international law
- PCHR visit: Bring partner the Palestinian Centre for Human Rights (PCHR) to Ireland to speak about Gaza

### Peacebuilding and conflict prevention

- Ongoing political advocacy tackling militarisation and crises
- Climate and conflict policy paper underway working with PPC and partner in East Africa

### Elections 2024

- CAI election manifesto: draft a new CAI Election Manifesto 2024 for ROI, bringing together all the above strands of work and other long-standing asks; work with colleagues in PPC on UK focused manifesto
- Campaigning: engagement with TD candidates, journalists and other media to highlight key election asks
- Dóchas: help to draft the Dóchas manifesto including hustings with all parties on ODA
- Stop Climate Chaos: help to draft the SCC manifesto including hustings with all parties on global climate justice and climate finance
- ICBHR pledge: draft a common ICBHR pledge and canvass for political signatures, committing to supporting new supply chain laws
- Brussels visit: in July/Sept 2024 after European elections, roundtable with all new Irish MEPs in Brussels

### Principal risks and uncertainties

Christian Aid Ireland has established a risk management strategy which documents our approach to risk management and sets the direction for this work. Appropriate systems and procedures are in place to manage these risks and provide reasonable but not absolute assurance against occurrence.

Everyone in the organisation has a role to play in risk management.

The executive leadership team identifies the major strategic, business and operational risks that the charity is exposed to; and to assess the likelihood of such risks occurring and the level of impact they would have. The leadership team continually reviews and manages the identified risks and reports regularly to Income, Finance, Risk and Audit Committee (IFRA) through the risk register. The risk register gives a detailed list of all the organisation's risks, the level of the risk and the risk owner who is responsible for monitoring each risk. The leadership team is supported by staff in the identification and management of operational risks and implement actions as instructed.

The Internal audit function provides advice and guidance on the management of risk relating to the design, implementation and operation of systems of internal control.

The Income, Finance, Risk and Audit Committee (IFRA) ensures that the executive leadership team has an effective risk management process in place and reviews the risk register to ensure they are satisfied that all corporate risks are included. It also monitors the progress on the management of corporate risks and provides regular updates to the Board.

The Board approves the Risk Management Strategy and the organisation's risk appetite; it approves the Risk Register on an annual basis and monitors progress of corporate risks throughout the year.

The main risks identified together with the actions to mitigate the risks are summarised below.

## Financial Stability

### *Risks*

The principal financial risks relate to the economic environment; changes in donor expectations and our ability to respond and the diversification of funding both in donor base and between restricted and unrestricted funding in our fundraising strategy.

The fundraising environment remains very challenging with a combination of increased competition for public funds, globally competitive calls for funding and pressure on Government finances. Populism and nationalism reduce the space for policy and advocacy work. Failure to maintain a diversified income base means there is a risk of becoming over-reliant on one institutional funder. In turn, new Donors may bring new and more stringent requirements. Changes in the economy at home and perceptions of wealth of middle income countries can distort people's view of the reality for many people living in those countries and can impact their propensity to give.

### *Mitigating actions*

To reduce the risk of significant fluctuations in income or failure to achieve the necessary level of income to protect our programmes a comprehensive fundraising strategy has been approved by the Christian Aid Ireland Board. This strategy adopts a more targeted approach to fundraising, focusing on a smaller number of key areas such as individual giving, mid to high level donors and legacies.

A *From Violence to Peace* fundraising strategy has been developed for Irish funding which targets six specific institutional donors.

We regularly review financial information, adjust budget and review expenditure to reflect expected levels of income and have a reserves policy in place. We ensure expenditure is minimised by ensuring processes and procedures are in place to ensure we achieve value for money on all expenditure.

We have a Public Engagement Strategy in place and perform advocacy work on protecting the international budget including exploring lost income from tax schemes.

We will continue to build on our good relationships with institutional and business donors and harness the commitment of our supporters and stakeholders to ending poverty. We have regular meetings with our major institutional donors and have a Programmes team to develop proposals and to manage grants received. There is a dedicated finance resource for restricted funds. We review our funding strategy and team capacity and perform partner capacity assessments and monitor and evaluate programmes and have a system in place for risk assessment and evaluation of new donor funding opportunities.

## Governance/Compliance:

### *Risk*

The principal Governance/Compliance risks relate to Christian Aid Ireland's compliance with laws and regulations; Christian Aid Ireland's compliance with donor requirements; partner capacity to comply with laws and regulations and donor requirements; compliance with General Data Protection regulation (GDPR) and misuse of funds, fraud corruption or inappropriate behaviour.

Christian Aid Ireland receives a significant amount of funding from institutional donors and sponsoring churches. The management of institutional donors' requirements are complex and prescriptive in nature. Compliance with laws and regulations is challenging particularly in-country regulation and the restriction on civil society space in the countries in which we operate.

### *Mitigating Actions*

The organisation mitigates this risk by having regular interaction with donors to understand their needs. Christian Aid Ireland and country teams provide regular capacity building at staff and partner

level to assess organisational and financial capacity and to ensure donor obligations are met. Partners are trained on donor compliance requirements. We have clearly designed policies and procedures in relation to programme and project management including the use of iPIMS (our grant management database). Monitoring and evaluation visits are performed by Christian Aid Ireland staff and country teams undertake programme reporting to Christian Aid Ireland.

Christian Aid Ireland adheres to the sector's recommended codes of practice such as FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities SORP - Accounting and Reporting for Charities ("SORP"); the Dóchas Code of Corporate Governance; the Charities Governance Code. We follow requirements of the Charities Commission for Northern Ireland (CCNI) and the Charities Regulatory Authority (CRA) in the Republic of Ireland. A governance self-assessment questionnaire is completed by the Income, Finance, Risk and Audit Committee (IFRA). An internal control self-assessment (ICSA) questionnaire is completed annually.

Christian Aid Ireland also ensures compliance with law and regulations in all countries of operation with the country management team responsible for local requirements such as registration, taxation and statutory reporting. Our financial policies and procedures comply with regulations and statute which should reflect core compliance principles. Our Public Engagement strategy has been developed to ensure compliance with donor requirements in relation to public engagement. We regularly monitor changes in laws and where possibly perform advocacy work to highlight unfavourable changes in law and challenge them.

We have data protection policies in place which are updated to reflect any new changes in legislation and best practice. Representatives from Christian Aid Ireland attend the Data Protection Oversight Committee of Christian Aid to benefit from the work of the group and its application to Christian Aid Ireland. We have IT security measures in place and receive regular updates via Yammer on cyber security risks. During the year staff, trustees and volunteers completed mandatory Data Protection training.

Our Internal Audit function provided by the UK office under a memorandum of understanding audits country programmes based on risk assessments and provides reports to the Income, Finance, Risk and Audit Committee (IFRA). Any recommendations noted will be followed up.

We have a range of anti-fraud and corruption policies in place (Fraud and Misuse, Whistleblowing, Anti-Bribery, Anti-Money Laundering and Safeguarding). We also benefit from the services of a dedicated Anti-Diversion and Corruption Manager. In addition, staff and trustees must complete mandatory Code of Conduct training.

#### Reputational risk

##### *Risk*

The principal reputational risks relate to negative public perception and trust and confidence in the sector due to programme quality; the occurrence of safeguarding issues, scandals, or charity fatigue; a failure to communicate impact to guarantee achievement of strategic objectives, and loss of future funding; a failure to demonstrate accountability and provide transparency; and a deterioration in strategic partnerships.

Christian Aid Ireland has a team of programme staff to ensure programme quality is of a high standard and is monitored and evaluated.

Christian Aid Ireland takes safeguarding incredibly seriously and we recognise our duty to protect and safeguard vulnerable communities. We believe that any abuse of power, including sexual violence or harassment, is totally unacceptable.

Across Christian Aid we continue to work with colleagues to ensure a better, and shared, understanding of what sexual harassment is, and the zero-tolerance culture we expect, including by training staff across the global organisation on the organisation's code of conduct.

As a sector, we need to be willing to recognise that this is an issue that affects us all. Christian Aid Ireland continues to work with staff and our local partners to root out any attitudes and behaviours that support such breaches of trust. Christian Aid is a signatory to sector-wide codes of conduct. We also have a range of established policies and procedures aimed at preventing sexual harassment committed by any individual representing Christian Aid (including staff, volunteers and consultants) against other staff, beneficiaries or anyone else.

Collectively, aid agencies must work harder to ensure safeguarding, whistleblowing and misconduct policies are fit for purpose, to root out improper conduct. It is imperative that we are transparent and accountable, both to the communities where we work and to those who trust us to spend their money to alleviate suffering overseas.

Christian Aid Ireland recognises that the sector has been the subject of increased public and media scrutiny. This environment is challenging public support and confidence in charities and international aid, making it increasingly difficult to raise funds from the public. Christian Aid Ireland is a strong and effective organisation that works with integrity and humility; however external perceptions of charities and of church-based organisations could have an adverse impact on our work.

Working to eradicate poverty requires us to operate in places which are inherently challenging because of conflict, corruption, natural disasters, weak infrastructure and poor governance. Gathering communications materials that demonstrate the impact of our programmes can be a challenge in these environments, as the power dynamics and context change.

#### *Mitigating Actions*

We have systems in place to monitor the quality and measure the impact of our programmes and these continue to be developed in line with best practice. We mitigate against this risk by being open and transparent in the way we operate and through our membership of organisations such as Dóchas, which help to inspire renewed public confidence in the sector.

We continuously review and refresh our current policies and practices, to ensure that we take timely and corrective actions to prevent and censure such behaviour, ensuring we have confidential and robust mechanisms that enable and support our workforce, beneficiaries and stakeholders to report concerns and incidents without fear or favour, and to ensure protection and support for individuals who report or have experienced such incidents.

We have Safeguarding, Whistleblowing, and Serious Incident Reporting policies in place alongside a mandatory code of conduct. During the year we appointed a safeguarding Trustee and expanded the terms of reference for our Income, Finance, Risk and Audit Committee (IFRA) to include duties in relation to safeguarding.

We have a range of anti-diversion and misuse of funds policies in operation through partners and alliances that have roots in the communities in which they are working. We monitor the programmes which they are carrying out and provide feedback and build partner capacity where required through training and ongoing support and we ensure that, as a certified Core Humanitarian Standard (CHS) organisation, we incorporate beneficiary feedback into the evaluation of our programmes.

We have a Public Engagement strategy and a Church Engagement framework in place and we undertake an annual churches' consultation to ensure a strong strategic partnership with our sponsoring Churches and management have a constructive relationship with Board to allow discussion on key issues.

We clearly communicate that our work complies with the highest standards of governance and accountability, and that we comply with all the relevant standards on accountability, fundraising, and images. We also communicate clearly that our work to eradicate poverty targets the most vulnerable and marginalised regardless of faith or race, but we engage the church in the fight against poverty and help churches to put their faith into action.

## Environmental/External

### *Risk*

The principle environmental and external risks relate to; the reduction in civil society space and our vulnerability to changes in the political, social and economic risks of the countries in which we operate and the impact our ability to operate effectively and safely.

Christian Aid Ireland's overseas programme operates in difficult contexts with oppressive power dynamics and fragile security situations which could hamper our ability to operate safely or even at all in areas of most need.

### *Mitigating Actions*

Christian Aid Ireland actively monitors the external context to anticipate political, social or economic risks, so that plans can be put in place to minimise any negative impact on organisational activities or the reputation of the organisation. We mitigate the risks relating to operational countries by operating through networks of Christian Aid country teams and independent partners which have roots in the community. These organisations bring an in-depth understanding of the local context, language and culture. This enables access to up to date information to ensure programmes remain relevant.

Monitoring and evaluation is carried out by our programme teams and we perform enhanced due diligence for high risk countries. Core Humanitarian Standard (CHS) accredited feedback is incorporated into all our programmes. We have specific country programme strategies in place. Specific context related risks for operational countries are considered through the annual programme review. We have adaptive programming ensuring flexibility to allow the way we achieve our objectives to change as required. We have a security policy for all travelling staff and security is a key part of all major programme decisions. We adjust security assessments in response to major changes in political and security environment. We organise security training through Eurocheck.

## Operational risks

### *Risk*

The principal operational risks relate to the failure to ensure security and safety of staff partners and programme participants, and the misalignment of policy and practice.

Christian Aid Ireland staff travel to regions where the political and social circumstances make the personal security of staff a major potential hazard. Failure to ensure safety and the inability to evacuate staff could lead to loss of life or injury to employees or partners. We may be unable to respond to a crisis and there could be a loss of assets. This could lead to civil (negligence) or Criminal (corporate manslaughter) proceedings which would cause significant damage to our reputation and could incur financial penalties and insurance claims.

We speak out against the causes of poverty. This can put staff and partners at risk. If communications are inappropriate or poorly researched or erroneous statements are made, this could risk lives, damage reputations or harm key relationships. Actions by our partners could also draw us into litigious or conflict related situations particularly if they publish materials or engage in actions with our financial support. If we or our partners act in a way that is contrary to our public policy position, this could seriously damage our reputation.

### *Mitigating Actions*

The security and safety of staff, partners, and programme participants is of paramount importance to Christian Aid Ireland. Through a shared service agreement with Christian Aid we implement comprehensive safety and security management policies to ensure that this risk is appropriately managed. Procedures are in place to protect vulnerable adults and children in the delivery of our services.

We provide staff with compulsory security training and made security considerations a key part of all major programme decisions. Security training for Christian Aid Ireland staff is provided by Christian Aid which hosts the European Interagency Security Forum and the ACT Alliance Security Co-ordinator, making Christian Aid a key hub for NGO security.

Christian Aid Ireland staff travelling to countries understand their personal responsibility for security and adhere to our corporate policies and procedures.

All country programmes have up to date security policies providing briefings to visitors and adjust security assessments as appropriate, in response to major changes in the political and security environment.

Having confidence in our policies and procedures as well as our staff gives us the confidence to work in some of the most challenging locations. But, in the event of an escalation in insecurity and as a last resort, we may withdraw staff from insecure locations or delay the implementation of a programme.

Staff involved in advocacy, campaigning and lobbying activities have a clear understanding of the context of the role, and the responsibilities and limitations of campaigning organisations as laid out in CCNI and CRA and other guidance.

#### IT and cybersecurity

##### *Risk*

The principal IT and cybersecurity risks relate to failure to safely process and store data.

Christian Aid Ireland is dependent on several IT systems for processing and storing its data. We live in an increasingly digitally connected world. Failure to keep pace with new technologies and ways of reaching our supporters and the communities we serve, in the way they prefer, could reduce our impact and effectiveness.

Failure to secure our information systems from malicious cyber-attacks could lead to loss of service, loss of sensitive or confidential data and even present a security risk to staff and partners working in challenging locations. This could damage our reputation result in regulatory breaches and fines or put people at risk.

##### *Mitigating Actions*

Christian Aid Ireland received shared service IT support from Christian Aid, therefore all policies are in place by Christian Aid. Christian Aid actively reviews and upgrades its IT software, systems and processes to mitigate risk relating to IT management, cyber security and data protection. Christian Aid has developed initiatives to embrace digital technology more effectively. The purpose is to ensure that we embed the use of technology more effectively in our work. We have structured information systems, policies and procedures that are embedded throughout the organisation and supported by training where appropriate.

Our information security measures are regularly tested, including by internal audit and staff are reminded of the risks of so called 'social engineering' whereby data is provided to unauthorised users pretending to be legitimate. Staff are also reminded of the risks of using social media and all staff complete online data protection training on an annual basis.

Christian Aid Ireland also collaborates with other INGOs ensuring Christian Aid Ireland is at the forefront of best practice in the sector and achieves value for money.

#### Grant Making

Details of grants paid are contained in note 6 of the Financial Statements. For Institutional funded programmes and projects Grant making happens as follows:

- Christian Aid Ireland selects thematic focus areas and countries of implementation in line with its programme strategy. A draft budget allocation is communicated to the applicable Christian Aid country teams in advance of the application process.
- The country teams are then invited to apply for grant funding by submitting a proposal, detailing the partners, project and team costs.
- All proposals are reviewed and assessed based on the quality of information submitted within the parameters of the draft budget. Other factors considered are historical performance; team capacity and expertise; any country specific contextual issues and donor requirements.
- For grants paid out on Church & Denominational income, as well as emergency appeals, grants are allocated to programmes that are in line with the relevant emergency appeal and Christian Aid Irelands' programme strategy objectives. Proposals are submitted as required by the donors.

#### Volunteers and staff

Christian Aid Ireland is hugely grateful for the work carried out by its committed staff and volunteers. Achievements during the year were due to the hard work and dedication of all these people. We are particularly grateful to our volunteers who give their time each week to support the administrative work in Belfast and Dublin.

Christian Aid Ireland is committed to equality of opportunity between persons of different religious belief, political opinion, gender, marital status, disability, ethnic origin, age, dependants, sexual orientation or trade union membership.

We are most grateful for the support of a network of thousands of volunteers across Northern Ireland who are dedicated to carrying out our annual Christian Aid Week door-to-door collection, and the wonderful individuals, communities, businesses, and congregations which organise fundraising events in support of our work every year, alongside people who raise their voices to take action against global injustice.

Christian Aid Ireland employed 19 people (headcount) during the year 2023/24.

#### Investment Policy

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year.

#### Going concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The financial statements have been prepared on a going concern basis.

#### Post balance sheet events

There have been no other significant events affecting the company since the year end that require disclosure or adjustment to the financial statements.

#### Auditors

The auditor, Crowe Ireland, has indicated its willingness to continue in office, and a resolution that the firm be reappointed will be proposed at the Annual General Meeting.

#### Lobbying and Political Donations

There were no political contributions in 2023/24 and as a result there are no disclosures required under the Electoral Act 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). It has made the returns and submissions required by the Act.

## Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year giving a true and fair view of the state of affairs of the company. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Under company law, the directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year giving a true and fair view of the state of affairs of the company end date, of the surplus or deficit for that financial year giving a true and fair view of the state of affairs of the company and otherwise comply with the Companies Act 2006.

In preparing these financial statements, the directors are required to:


- select suitable accounting policies for the company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors confirm they have complied with the above requirements when preparing the financial statements.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2006 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation governing the preparation and dissemination of financial statements may differ in different jurisdictions.

Signed on behalf of the Board:



**Rev Dr Liz Hughes**



**Mr Hal Hosford**

**Date: 4 July 2024**

**Christian Aid Ireland**

Northern Ireland - Charity number 101631

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# Annual return

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## **Independent Auditors Report to the Members of Christian Aid Ireland (Northern Ireland) (A company limited by guarantee, not having a share capital)**

### **REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS**

#### **Opinion**

We have audited the financial statements of Christian Aid Ireland (Northern Ireland) (the 'Company') for the year ended 31 March 2024, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 March 2024 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006 and Charities Act (Northern Ireland) 2008.

#### **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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in 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.

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 directors' 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 company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

#### **Other Information**

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the 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.

#### **Opinion on the Other Matters Prescribed by the Companies Act 2006**

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' Annual Report is consistent with the financial statements; and
- in our opinion, the Directors' Annual Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

#### **Matters on Which We Are Required to Report by Exception**

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 requires us to report to you if, in our opinion:

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

#### **Responsibilities of Directors for the Financial Statements**

As explained more fully in the Statement of Directors' Responsibilities, the Directors 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 Directors 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 Directors are responsible for assessing the 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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### **Auditors' Responsibilities for the Audit of the Financial Statements**

We have been appointed as auditor under section 65(2) of the Charities Act (Northern Ireland) 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 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 extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items. In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and completeness of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Income, Finance, Risk and Audit Committee about their own identification and assessment of the risks of irregularities, testing of a sample of transactions against the terms of any agreements and the requirement of the Charities SORP (FRS102), sample testing on the posting of journals, reviewing accounting estimates for biases and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities)>. This description forms part of our Auditor's Report.

### The Purpose of Our Audit Work and to Whom We Owe Our Responsibilities

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and Part 4 of the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015. Our audit work has been undertaken so that we might state to the 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 Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by: Roseanna O'Hanlon  
Roseanna O'Hanlon (statutory Auditor)

for and on behalf of:

#### Crowe Ireland

Chartered Accountants and Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

Date:

8 July 2024

**Christian Aid Ireland**

Northern Ireland - Charity number 101631

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# Accounts

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**Christian Aid Ireland – Northern Ireland**  
**(a company limited by guarantee, not having a share capital)**  
**Financial Statements for the year ended 31 March 2023**

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## Administrative Details

The following were members of the Board of Directors of the organisation for the year to 31 March 2023:

### Chair

Rev Dr Liz Hughes

### Vice Chair

Mr Graham White (from Nov 22)  
Mrs Hazel Baird (Resigned Nov 22)

### Board of Directors

Dr Steve Aiken  
Dr Nicola Brady  
Ms Pauline Conway  
Mr Geoffrey Corry  
Rev Colin Darling  
Mr Gareth Dunlop (Resigned Nov 22)  
Mr Hal Hosford  
Rev Uel Marrs (Resigned Nov 22)  
Rev Dr Livingstone Thompson  
Ms Maeve Marnell (Appointed Nov 22)  
Dr Gillian Wylie (Resigned Nov 22)

### Company Secretary

Mr Hal Hosford

### Income, Finance, Risk and Audit Committee

Ms Maeve Marnell (Chair)  
Mrs Hazel Baird (Resigned Nov 22)  
Mr Hal Hosford  
Rev Dr Liz Hughes  
Mr David Kingston (Resigned Nov 22)  
Ms Jackie Trainor (External – appointed Nov 22)  
Mr Graham White

### Nominations and Board Governance Committee

Dr Nicola Brady (Chair)  
Rev Dr Liz Hughes  
Ms Gillian Kingston (External)  
Rev Uel Marrs (Resigned Nov 22)

### International Programme Advisory Committee

Ms Pauline Conway (Chair) (from Mar 23)  
Dr Gillian Wylie (Resigned Nov 22)  
Mr Geoffrey Corry  
Ed O'Donovan (External)  
Rosario Kunda (External)  
Bob Hanna (External)

### Company/ Charity Numbers NI

Company no: NI059154 (NI)  
Charity Registration no: XR94639 (NI)  
Charity Commission for NI no: NIC101631(NI)

### Chief Executive Officer

Mrs Rosamond Bennett

### Leadership Team

Mr Paul Quinn  
*Head of Peacebuilding & Conflict Prevention*

Mr Scott Smith  
*Head of Finance & Governance*

Mrs Ruth Cooke  
*Head of Fundraising & Supporter Engagement*

Mr Conor O'Neill  
*Head of Policy & Advocacy*

Ms Ciara Loughney  
*Head of Programme Development*

Mr Gordon Shannon (Appointed Dec 22)  
*Head of Programme Funding*

Mr Paul Donohoe  
*Head of Media & Communications*

### Registered Office Belfast

Linden House  
Beechill Business Park  
96 Beechill Road  
Belfast  
BT8 7QN

### Principal Bankers Belfast

Danske Bank  
Benmore House  
353 Lisburn Road  
Belfast  
BT9 7EP

### Auditors

Crowe Ireland  
Chartered Accountants & Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

### Solicitors Belfast

Carson & McDowell  
Murray House  
Murray Street  
Belfast  
BT1 6DN

## Directors'/Trustees' Strategic Report

The Directors have pleasure in submitting their Annual Report and audited Financial Statements of the company for the year ended 31 March 2023.

### Structure, Management and Governance

#### Legal Status

Christian Aid Ireland, a Public Benefit Entity, is the development agency of the Church of Ireland, the Presbyterian Church in Ireland, the Methodist Church in Ireland, the Non-Subscribing Presbyterian Church of Ireland, the Moravian Church, the Salvation Army, the Religious Society of Friends (Quakers) and the Irish Council of Churches.

Christian Aid Ireland operates on an all-Ireland basis however two companies have been registered under the name Christian Aid Ireland.

- **In Northern Ireland**, Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number NI059154). In Northern Ireland, the company is registered with the Charity Commission of Northern Ireland (Charity Number XR94639). The financial statements are prepared in Sterling and are fully audited.
- **In the Republic of Ireland** Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number 426928). In the Republic of Ireland, the company is registered with the Charities Regulatory Authority (Charity Number CHY6998). The financial statements are prepared in Euro and fully audited.

The two companies comply with all the legal and fiscal requirements of their own jurisdictions but operate together and produce a non-statutory report and combined accounts for the whole of Ireland to reflect this position. Both organisations are governed by their Memorandum and Articles of Association and provide for member-based organisations limited by guarantee.

#### Related Organisations

Christian Aid Ireland is part of the wider Christian Aid family and is a related party of Christian Aid (a company registered in the UK, company no. 517525, charity no. 1105851). Christian Aid Ireland shares the International Department of Christian Aid and receives some services, including Human Resources, Information Technology and Supporter Relations support.

#### Board Members and Structure

Christian Aid Ireland as discussed above operates on an all-Ireland basis under two limited companies registered under the name Christian Aid Ireland. The Trustees are also full Directors of Christian Aid Ireland for Company Law purposes.

Directors are drawn from diverse backgrounds in business, professional life and member churches. This ensures a broad range of experience and skills are brought to Board deliberations. Two categories of Directors exist: at least eight (max. 10) representatives of the member churches and up to 7 other representatives appointed by the Board of Christian Aid Ireland. There are 7 Board members in common between the Northern Ireland and Republic of Ireland companies and 6 Directors who sit only on one of the two company Boards.

New Directors are nominated by the Nominations and Board Governance Committee and appointed by the members at the Annual General Meeting. New Directors participate in an induction programme where they are introduced to the work of Christian Aid Ireland and meet individually with the executive leadership team to gain an overview of the organisation's structure and governance arrangements to enable them to fulfil their roles. Further training for appointees and all Board members is given as

and when required, or if specifically requested. Board and staff members adhere to a Code of Conduct and a Declaration of Interests is completed annually.

One quarter of the Directors retire each year by rotation.

The Board's principal responsibilities include: determining the overall strategy, policies, direction and goals of Christian Aid Ireland; protecting and promoting the identity and values of the charity; and fulfilling their statutory responsibilities. The Board delegates the day to day operation of the organisation to the CEO and the Leadership Team.

There are clear distinctions between the role of the Board and the executive leadership team. The executive leadership team is responsible for preparing policy, strategic planning budgets, financial reports and risk registers which are approved by the Board. The executive leadership team then implements the policy, plans and budgets and these are continually monitored by the Board.

No directors receive remuneration for their services to Christian Aid Ireland but are reimbursed for any incidental expenses claimed.

During the past financial year, the Board met five times, giving the members the opportunity to develop greater understanding of the organisation's objectives and performance. Three new board members participated in induction training.

There are currently three committees of the Board:

- Income, Finance, Risk and Audit Committee
- Nominations and Board Governance Committee
- International Programme Advisory Committee

*Income, Finance, Risk and Audit Committee (IFRA)*

The IFRA meets at least quarterly and is made up of between 3 and 8 members. Up to four members can be appointed by the Board (at least one being drawn from each of the NI and ROI Boards). The Chair is nominated by the Nominations and Board Governance Committee. The Committee has the authority to obtain specialist external advice when required or if necessary to invite someone with specialist skills onto IFRA for a specified period. The quorum is three members of the Income, Finance, Risk and Audit Committee, two of whom must be Directors. Christian Aid Ireland has one external member of IFRA who is not a member of the Board (Ms Jackie Trainor).

The IFRA operates under terms of reference and assists the Board in their responsibility in:

- ensuring that the organisation's accountability framework is fit for purpose
- examining and reviewing all systems and methods of financial control
- ensuring that adequate processes exist for the identification, analysis and management of risk
- reviewing the recommendations contained within both internal and external audits and ensuring an appropriate implementation process is in place
- ensuring the charity is complying with relevant laws, financial regulations, appropriate voluntary codes and recognised good practice.

The IFRA reviews the principles governing the pay and benefits of all employees and recommends to the Board for approval any increase in remuneration of employees including key management personnel and the Chief Executive.

The IFRA reports to the Board at each Board meeting and the minutes of their meetings are shared with the Board. The IFRA reviews the annual financial statements and detailed budget for the year, ensuring that it is in line with the strategic priorities of the organisation and recommends both for approval to the Board. Monitoring of performance against budget is done on a regular basis.

The IFRA met four times during the year.

*Nominations and Board Governance Committee (N&BG)*

The Nominations and Board Governance Committee is responsible for seeking nominations for the recruitment of new Board members. Its primary concern is to ensure that there is a strong Board in place which continues to have a mix of skills, experience, qualities and knowledge appropriate to Christian Aid Ireland's structures and the needs of its beneficiaries, so that the organisation can respond to the challenges and opportunities it faces. Christian Aid Ireland has one external member of N&P who is not a member of the Board (Ms Gillian Kingston).

The Nominations and Board Governance Committee adheres to the Terms of Reference agreed by the Board for how the Committee operates. It presents its recommendations to the Board prior to the AGM and the Board issues a slate of names for the members to vote on at the AGM, usually held in October each year.

The Nominations and Board Governance Committee met in full twice during the year.

*International Programme Advisory Committee (IPAC)*

The IPAC meets at least three times each year and is made up of between 3 and 5 members. At least two members must be members of the Board. The Chair is nominated by the Nominations and Board Governance Committee. Christian Aid Ireland has three external members of IPAC who are not members of the Board (Ed O'Donovan, Rosario Kunda & Bob Hanna).

The purpose of IPAC is to advise on the development of Christian Aid Ireland's international programme work and to monitor the impact of this work.

This Committee fulfils an advisory, governance and supporting role:

- *Advisory:* provides advice to the Head of Programmes on policy and strategy decisions affecting the fulfilment of CAI's international programme of work.
- *Governance:* oversees the implementation of CAI's programme work in line with the organisational Strategic Plan and reports on this to the Board.
- Understanding of the field work of CAI and its impact on communities in the global south through beneficiary stories of change.

In fulfilling this purpose the IPAC has the following responsibilities:

- *Monitor major organisational initiatives impacting on international programme work* - will challenge, support and contribute to any major organisational initiatives of relevance to the International Programme (such as reviews of strategy or structure).
- *Review and Approval of Policies and Strategies* - focussing on organisational learning, the IPAC will review and, where appropriate, approve: Programme Policies and Strategies (including Safeguarding).
- *Accountability*
  - periodically review and, where relevant, make recommendations to the Programme Development Unit (PDU) to strengthen CAI's framework for impact measurement and reporting on the changes to people's lives.
  - will review and provide feedback on selected programme evaluations and major strategic evaluations and reviews conducted within CAI.
  - will review the lessons and implications of research conducted by/under the auspices of CAI.
  - will review CAI's programme progress on an annual basis against the Strategic Plan.
  - will review the narrative within the Annual Report.

The International Programme Advisory Committee met in full five times during the year.

Board and Committee attendance

Board Attendance during the year was as follows:

Name	Board	IFRA	N&BG	IPAC
Rev Dr Liz Hughes	4/5	3/4	2/2	
Dr Steve Aiken	3/5			
Mrs Hazel Baird (Resigned Nov 22)	2/2	2/2		
Dr Nicola Brady	2/5		2/2	
Ms Pauline Conway	5/5			5/5
Mr Geoffrey Corry	4/5			5/5
Rev Colin Darling	4/5			
Mr Gareth Dunlop (Resigned Nov 22)	2/2			
Mr Hal Hosford	5/5	4/4		
Ms Maeve Marnell	3/3	2/2		
Rev Uel Marrs (Resigned Nov 22)	2/2		2/2	
Rev Dr Livingstone Thompson	4/5			
Mr Graham White	5/5	4/4		
Dr Gillian Wylie (Resigned Nov 22)	2/2			3/3

## Profile of Board Members

Rev Dr Liz Hughes (Chair)	Rev Dr Liz Hughes is a retired Presbyterian Minister who continues to serve as chair of the Council for Global Mission. She worked as a missionary overseas for several years before returning to Northern Ireland, where she eventually worked as Minister of Whitehouse Presbyterian Church.
Mr Graham White (Vice-chair)	Mr Graham White is a strategic Human Resources specialist with over 25 years "hands-on" experience.
Dr Steve Aiken	Dr Steve Aiken was Leader of the Ulster Unionist Party and is an MLA for South Antrim. He spent 32 years in the Royal Navy, commanding submarines and working extensively in the Middle East. He holds a PhD and MPhil from the University of Cambridge in the field of international relations. He is a member of Kilbride Church of Ireland and lives in Ballyclare, County Antrim.
Dr Nicola Brady	Dr Nicola Brady is General Secretary of the Irish Council of Churches.
Ms Pauline Conway	Ms Pauline Conway is a former Irish diplomat, who served in the Department of Foreign Affairs and Trade from 1979 - 2009. Pauline is actively interested in climate change issues. She is a parishioner of Guardian Angels Church, Newtownpark Avenue, Blackrock, Dublin.
Mr Geoffrey Corry	Mr Geoffrey Corry is a Dublin Methodist. He started out as Youth Officer and switched careers in 1987 to become a self-employed dialogue facilitator, family mediator and mediation trainer running his own courses for over thirty years. He has direct experience of working in conflict situations in Israel/Palestine, Colombia, Haiti and West Africa.
Rev Colin Darling	Rev Colin Darling is rector of St John's Killyleagh. Colin is passionate about helping people on their journey of faith. Wherever they happen to be on that journey.
Mr Hal Hosford	Mr Hal Hosford is a chartered accountant, a member of Dun Laoghaire Methodist Church and a Trustee of the Methodist Church in Ireland.
Ms Maeve Marnell	Ms Maeve Marnell is a solicitor. Maeve founded the charity Food For Thought Africa in 2007 and remains an Executive Trustee. Maeve has been involved in the Northern Ireland Council for Integrated Education since 2016 and is an independent assessor for the Commissioner for Public Appointments NI.

Rev Dr Livingstone  
Thompson

Rev Dr Livingstone Thompson is a religion specialist and theologian. He brings a wealth of knowledge in a number of fields and experience and skills in Diversity and Inclusion training and in the management of non-governmental organisations.

## Strategy

During 2022, the Board of Christian Aid Ireland approved a new five year (2022-2026) organisational strategy titled "Stronger Together".

## Mission

Everyone is equal in the sight of God, yet we live in a world where the scandal of poverty, inequality and injustice persists. We act as a global movement of people to respond in practical ways to alleviate suffering; to expose and eradicate misuses of power; and to provide humanitarian support in crises and emergencies. We are a faith-based organisation, anchored in many church congregations and a wide network of trusted partnerships with organisations across the world who hold the same values. We bear witness, amplifying the voice of the marginalised and using our global presence to create a movement of people who passionately champion dignity, equality and justice for all.

## Vision

A world where:

- Everyone lives in dignity, free from poverty, injustice, inequality and violence.
- Global resources are shared fairly and used sustainably.
- The voices of those living in poverty and crisis are amplified so their stories are heard and their struggles championed.

## Values

Love, Dignity, Justice, Equality, and Integrity

## Identity

We are here to help end poverty, injustice, inequality and violence in some of the poorest countries across the world.

We are an international development agency founded by the Protestant churches of Britain and Ireland. Christian Aid Ireland is a separate independent entity within the wider Christian Aid family, sharing the same vision and values. Our work is based on our Christian belief that everyone is created in the image of God and deserves to live a full life.

We tackle both the symptoms and root causes of poverty and injustice, challenging the systems and structures that keep people poor, powerless, marginalised and vulnerable.

We support people of all faiths and none by working with local partners in around 30 countries in Africa, Asia, the Middle East, Latin America and Eastern Europe. Over two thirds of the countries we work in are affected by conflict.

We are a global movement of people, churches and partner organisations who passionately champion dignity, equality and justice worldwide. We are the change makers, the peacemakers, the mighty of heart.

We are a member of ACT Alliance (Action by Churches Together), the worldwide ecumenical network for emergency relief. We are also a member of the IEA (Irish Emergencies Alliance).

Where we work:

Christian Aid works globally in 27 countries in partnership with faith-based and secular partner organisations.

Christian Aid Ireland has a special focus on 23 core countries, where we concentrate our efforts and resources to best effect.

Our focus countries are:

- Africa: Burkina Faso, Burundi, Democratic Republic of Congo (DRC), Ethiopia, Kenya, Malawi, Sierra Leone, South Sudan, Zimbabwe and Nigeria.
- Asia, Middle East: Afghanistan, Bangladesh, Syria, Lebanon, Israel and the Occupied Palestinian Territory (IoPt), Myanmar.
- Latin America and the Caribbean: Colombia, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras
- Europe: Ukraine

## How we work

### *Working through partnership:*

People living in poverty are the real experts on their situation. They should have the power to shape their future and fulfil their human rights. That is why we work with local organisations or partners that have a unique insight into the problems faced by their communities. Together we develop projects tailored to meet the needs of communities, which differ across locations and contexts.

We work to ensure that people living in poverty, especially women and excluded groups, can participate in decision-making, holding those in power to account. Working through partner organisations also means that we can provide support as soon as emergencies happen and ensure that a locally-led response is sustained both during and after a crisis.

## How we engage and communicate with stakeholders

Christian Aid Ireland communicates regularly with our supporters about how their generous donations are put to use to tackle poverty and injustice. Our website, christianaid.ie, alongside our main social media channels, Facebook, Twitter and Instagram, are the primary ways in which we share regular updates. We produce two 16-page magazines a year in May and October, with feature articles about our overseas work. Church and community initiatives across the Republic of Ireland and Northern Ireland include regular outreach and information events to facilitate face-to-face engagement and exchange with our valued supporters.

## How we engage with staff: remuneration policy

HR is provided under a shared service agreement from the London office and to date our remuneration policy follows their written policy.

Salaries are set within a policy that reflects the values and ethos of the organisation, benchmarking against other comparable charities and church organisations at a level that is just below or at the median of these comparators.

The basic principle for determining salaries is that employees carrying out the same or similar jobs in the same location are paid the same or similar salary. Salaries differ where jobs are of a different size, complexity, responsibility and accountability.

Tackling global poverty and social injustice is highly complex and we value the contribution that each individual employee makes to our organisation's success. Our approach to reward is guided by the following principles which are applied equally to all our staff wherever they are located and whatever their position:

- We will provide a total reward package which recognises contribution to the achievement of our aims.
- Our reward offering will be competitive in the marketplace from which we draw the people we need.
- The reward decisions we make will be consistent and based on objective assessment of our organisational needs.
- Wherever we can we will offer flexibility and choice so that individuals can achieve what is most relevant and has most value to them.
- We will make arrangements which comply fully with relevant legislation wherever we are operating.

Christian Aid Ireland monitors any changes to policy or uplifts applied by Christian Aid and decides whether the changes are applicable, relevant and appropriate to each of the jurisdictions in which we

operate (namely Northern Ireland and Republic of Ireland). Pay uplifts are discussed and reviewed by the Income, Finance, Risk and Audit committee (IFRA) and approved by the Board.

Commitment to best practice in Corporate Governance

Christian Aid Ireland is committed to the standards contained within the Irish Development NGOs Code of Corporate Governance as developed by Dóchas. The aim of the code is to determine and formulate standards of best practice in corporate governance applicable to the Development NGO sector with a view to strengthening the impact and quality of Development NGO work and enhancing stakeholder confidence in the sector.

Christian Aid Ireland believes that it is compliant with the Charities Governance Code as required by the Charities Regulator. Reporting on compliance was required by January 2021. This code has replaced the Dóchas code referred to above.

Objectives

Christian Aid Ireland believes in tackling the root causes of poverty, not just the symptoms. We believe the world can and must be changed so that there is equality, dignity and freedom for all. We are driven to make this change happen and to inspire others to help make it happen.

Poverty, power, prophetic voice and partnership are the four core pillars of our understanding of how to address and eradicate poverty.

**Our organisational strategy to help us achieve these four pillars is based around these 4 statements of strategic intent:**

**Building a movement across Ireland:**

Amplifying the voices of those living in poverty and crisis in the countries we work in, we will mobilise individuals, churches, coalitions and other organisations to work with us for the world we want to see.

**Building peaceful just and inclusive societies:**

We will work in solidarity with our partners to address the root causes and symptoms of poverty and meet the needs of marginalised people and communities in crises and conflict. We will bring together our life-saving humanitarian work, longer term development programmes and peacebuilding efforts to better support people living in crisis situations.

**Demanding gender equality and supporting people who face discrimination:**

We will work in solidarity with our partners to challenge injustice so that everyone, especially women and girls and those discriminated against because of their identity, can live a full life.

**Tackling the root causes of injustice:**

We will identify, challenge and change the systems and structures that keep people in poverty, tackling imbalances in power and ensuring the world's resources are shared fairly and sustainably.

Our corporate priorities are:

**Corporate Priority 1. Increase institutional income:** We seek to grow and diversify our income sources and manage our costs effectively. We also commit to influencing donors to provide flexible funding to locally-led humanitarian, development and peacebuilding initiatives.

**Corporate Priority 2. Increase non institutional income:** We have seen a decline in unrestricted income over the last few years in particular areas such as Christian Aid Week house to house collections. We commit to growing our income and inspiring donors to give generously, from

individual supporters to trusts, churches and institutions to ensure our vision of the world we want to see is funded both now and in the future.

**Corporate Priority 3. Organisational operational excellence:** we commit to Christian Aid Ireland being a positive place to work for and with. This includes: Being a diverse, welcoming, inclusive and safe space to work regardless of race, ethnicity, faith, disability, social background or sexual orientation; Ensuring our values of love, dignity, justice, equality and integrity are lived out through all aspects of our work; Being accountable to our donors, supporters and the communities we work with by managing our resources, delivering our work effectively and efficiently and minimising our footprint on this fragile earth; Committing to our own learning and development; Monitoring our work.

**Corporate Priority 4. Deliver impact in our programmes:** In line with our organisational strategy we will:

*Deliver quality programmes focused on; building peaceful, just and inclusive societies by providing life-saving emergency support, meaningfully involving women, youth and marginalised people in peacebuilding & conflict prevention processes and supporting people to demand their basic rights and promoting human rights; demanding gender equality and supporting people who face discrimination by partnering with feminist and minority-led organisations to bring about gender equality, promoting and protecting the efforts of our partners, human rights defenders and activists to bring an end to discrimination, strengthen the protection of vulnerable groups, using our expertise to support and strengthen partners to reduce and respond to violence against women, girls and other at-risk groups and striving to 'Leave No One Behind'*

*Deepen our commitment to working in partnership by: championing the wishes and preferences of the people we work with and shifting power to local communities; deepening our understanding of how our power shapes our partnerships; learning from the expertise of local partner organisations and the first hand experiences of the communities we work with; providing more sustained financial support to our local partner organisations.*

**Corporate Priority 5. Build a movement across Ireland:** We will do this by: deepening and nurturing our relationships with churches and congregations to expose the issues of injustice and inequality and to understand the depth and complexity of these issues and how we can respond as Christians; encouraging individuals, churches, schools and groups to speak up for justice and influence change; galvanising volunteers to give their time and talents to grow support and invite people to pray with us; moving people to pray and act in solidarity with those living in poverty connecting us as global neighbours; deepening public awareness and understanding of our unequal world by faithfully telling the stories of those living in poverty and crisis and helping supporters explore how they can act as global citizens to build a better world.

**Corporate Priority 6. Tackle the root causes of injustice:** We will do this by: Building alliances to shift government policy in Ireland and globally; informing and challenging political leaders to take action, advocating for changes in laws and policies at governmental, EU and UN levels and holding those in power to account; demanding a more just economic system where power and resources are shifted from a small number of extraordinarily wealthy countries to individuals and communities that have been excluded; pushing for fairer global rules in tax, finance and corporate accountability; demanding fairer climate action ensuring wealthy, high-emitting countries step up and deliver their fair share of the global effort needed; producing timely, thorough and impactful research and analysis working with local partner organisations to highlight injustice, isolate its causes and raise awareness of the action needed to end it.

#### Corporate Priority 1: Increase institutional income

As we seek to grow and diversify our income sources, we have made a number of funding submissions over the course of the year. The submissions have either been directly from CAI or as part of a submission from the wider CA family. An overview of the direct submissions are as follows:

- UN Peacebuilding Fund **Sierra Leone**, \$1.9 million, on youth participation and election violence
- UN Peacebuilding Fund **Burundi**, \$1.9 million, on women, peace and security (WPS) focused on displaced and returnee women
- UN Peacebuilding Fund **Colombia**, \$1.5 million, focus on youth, peace and security (YPS) addressing climate and conflict challenges
- EU EIDHR application for **Zimbabwe**, to support youth civil society
- Irish Aid granted an additional €215K for our **Horn of Africa** response. This was programmed as an extension to the ERFS in northern **Kenya**
- USAID **Haiti/Dominican Republic**, \$1.33 million USD, "Promoting Exchange and Awareness through Community Engagement in Dominican Republic and Haiti (PEACE PROJECT DR/HT)". This submission was successful and will proceed through CA
- EU proposal for **El Salvador** - Strengthening Youth and Environmental Defenders for Democracy in El Salvador (FortES) - was accepted, €1.3m for 36 months through CA
- Full EU proposals for **Nigeria** "Partnership for Peace and Religious Tolerance in Kaduna State, Nigeria (Kaduna Peace Project)" (€750K for 36 months) and **Honduras** - "Raitkinani (My Rights) - supporting indigenous community and HRDs" - (Accepted €1,530K for 36 months through CA)
- **Honduras** proposal - "Addressing Resource induced Conflict through indigenous women and youth in Honduras (ARC PROJECT)", \$1.3million USD – through CA
- ECHO bids for **Myanmar, Syria, Nigeria and Bangladesh**
- USAID **Nigeria** (\$750K) – Enhancing Youth Participation in Peacebuilding Initiatives in Kaduna State, Northwest Nigeria

We have been successful in our application for ECHO accreditation which means that CAI will take the lead on all ECHO projects on behalf of the CA family.

#### Corporate Priority 2: Increase non institutional income

We recognise that a large percentage of our public income is generated by and through churches and individuals who are part of a worshipping community. An analysis of our total income in the past ten years showed relative stability but also the need to put in place a growth strategy, prioritising the channels of regular giving, legacies and major gifts, while continuing to work closely with our core church partnerships and events programmes particularly in the areas of regular giving and legacy gifts.

Christian Aid Ireland's public fundraising comes from a mix of audiences including churches, trusts, individual direct mail donations, regular gifts, legacies, a shop and some major donor relationships. We value our major annual public fundraising event, Christian Aid Week but also recognise the challenges faced by those who lead the house to house collection in Northern Ireland. We continue to work on developing our case for support.

We are grateful for the generous support of our small portfolio of trusts and foundations in Ireland who have enabled us to support a variety of programmes.

We have been incredibly encouraged by the generosity of our denominational partners in recent times. In October, PCI sent us another £25,000 for the World Development Appeal and £191,520 for our **Ukraine** appeal. Bishops Appeal sent us €33,760 for Ukraine, €20,000 for East Africa and €13,292 for a project in **Ethiopia**.

We have started a Value Exchange 'lead generation' campaign using Facebook and the offer of a prayer journal. We have generated almost 1,000 'leads' and calls have started to arrange delivery of

the product and share about CA's work. It is too early to tell how successful the calls will be at motivating giving.

We launched emergency appeals in respect of the **Horn of Africa** famine and the **Turkey/Syria** earthquake.

Corporate Priority 3: Organisational operational excellence

We want to ensure that our staff have the right skills and abilities to deliver our priorities and that those staff can develop and flourish. We also want to ensure that our staff, partners, and volunteers are treated fairly, respectfully and with dignity.

Some Christian Aid Ireland staff continue to work from home and adapt to a different way of working. We continue to provide support where necessary in order to make this change as straight forward as possible.

We continued to ensure that processes and controls were in place within the charity, to ensure we conducted our work in an open, transparent and accountable manner to effectively manage and control the organisation, meeting all governance requirements. The Board met regularly, has diverse members, with good skills and mix of gender, has induction procedures in place and is well attended. Further details are outlined in the *Structure Management and Governance* section above. A number of policies were either reviewed or introduced over the course of the year.

A 3-year programme of head office Internal Audits is in place.

Christian Aid Ireland monitors and complies with legislation, standards and codes which are developed for the sector in Ireland. Christian Aid Ireland subscribes to and is compliant with the following standards:

- The Charities Act 2009
- Dóchas Code of Corporate Governance
- Dóchas Code of Conduct on Images and Messaging
- The Lobbying Act 2015
- The Charities Governance Code

The Board of Christian Aid Ireland have chosen to complete the self-assessment checklist on the Charities Governance code as issued by the Charities Regulator instead of the Dóchas Self-Assessment checklist. The Board believes that we are compliant with this code.

The Board aim to ensure the following six principles of charity governance are applied:

- advancing its charitable purpose
- behaving with integrity
- leading people
- exercising control
- working effectively and
- being accountable and transparent

There were no political contributions in the year ended 31 March 2023, and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). We have made all returns and submissions required by the Act.

We continue to monitor costs and try to ensure value for money in all our procurements. Regular financial monitoring takes place at Income, Finance, Risk and Audit Committee and Board meetings. Annual budget and 3-year projections are prepared to ensure financial infrastructure is in place to guide decision-making.

## Financial Review

The financial statements for Christian Aid Ireland are set out on page 39 to 53.

A detailed commentary on the principal sources of funding and the financial results for the year ended 31 March 2023 is set out below.

### Income

Income	31/03/23	31/03/22
	£'000	£'000
Income	2,697	2,316

During the year, the charity raised **£2,697k** (2021/22: £2,316k) which reflects the continued commitment of Christian Aid Ireland's very generous supporters and sponsoring churches to meeting the needs of poor communities throughout the world. The principal funding sources are outlined below:

### Donations

This includes Christian Aid week, Regular Gifts, Church Partnerships, General Donations, and Denominational appeals. Gift Aid on donations enabled Christian Aid Ireland to reclaim £124k on donations during the 2022/23 financial year.

Donations	31/03/23	31/03/22
	£'000	£'000
Christian Aid Week	407	424
Regular Gifts	405	291
Church/Denominational	824	332
General Donations	341	442
Emergency Appeals	493	311
<b>Income</b>	<b>2,470</b>	<b>1,800</b>

#### Christian Aid Week

We are working with our volunteer organisers and collectors to explore and diversify the annual house to house collection. Changing demographics and an increasingly cashless society requires us to be innovative in our approach to the Christian Aid Week appeal. Building on the integrity and commitment of our collectors, also offering different ways to engage the general public will offer opportunities to support our volunteers and increase public giving.

A wide range of activities take place during Christian Aid Week including our red envelope house to house collections, public street collections, coffee mornings, church collections and the Big Brekkie campaign. The amount raised for Christian Aid Week was £407k down £17k (4%) on last year. There was a general decline in house to house collections during 2022/23 which reflected the challenges experienced with public fundraising across the sector.

#### Regular Gifts

Regular gifts are payments made by generous and committed individuals on a monthly, quarterly or annual basis by direct debit or standing order. These donations are most important as they provide a

source of predictable income and allow us to plan for future work. This raised £405k in the financial year (2021/22: £291k), an increase of €114k (40%) which reflected our focus on regular giving as a key area for future growth in our fundraising strategy.

#### *Church Partnerships and Denominational Income*

The churches continue to support us generously in our emergency and long-term development work. Income from Church Partnerships/Denominational Income was £824k (2021/22: £332k).

The main Denominational/Church income received during the year came from the Presbyterian Church in Ireland (PCI), Church of Ireland Bishops' Appeal (CIBA), the Methodist Church in Ireland (MCI) and the Religious Society of Friends (Quakers). Church Income also includes funding received from Christmas, Harvest and Easter/Lent appeals, speaking engagements, Church visits and the Black Santa appeal.

#### *General Donations*

General donations are those donations received from general cash appeals, challenge events, community events, trusts & foundations and unsolicited income. Further details of these are noted in the Fundraising section of the Annual Report.

Income from general donations totalled £341k (2021/22: £442k).

#### *Emergency Appeals*

Emergency Appeals	31/03/23	31/03/22
	£'000	£'000
<b>Humanitarian Appeals:</b>		
Syria Crisis Appeal	-	1
Coronavirus/Covid-19 Appeal	-	14
Lebanon Crisis Appeal	-	2
Hunger Appeal	1	60
Haiti Earthquake Appeal 2021	-	23
Afghanistan Appeal 2022	11	89
Ukraine Crisis Appeal 2022	55	122
East Africa Hunger Crisis Appeal	210	-
Turkey & Syria Earthquake Appeal	216	-
<b>Emergency Appeals</b>	<b>493</b>	<b>311</b>

Emergency Appeals income fluctuates from year to year depending on the scale of disasters across the world. In the 2022/23 financial year, two new humanitarian appeals were launched.

Christian Aid Ireland supporters donated significantly to our appeals during the 2022/23 year raising £493k (2021/22: £311k). This funding comes from the public, church denominations and trusts and foundations.

#### **Legacies**

Legacies	31/03/23	31/03/22
	£'000	£'000
Legacies	192	488

We continue to receive donations from the legacies of exceptionally generous individuals, who remembered the work of Christian Aid Ireland with the world's poorest people in their wills. These individuals contributed £192k to income during the year (2021/22: £488k). This is another key area we hope to develop as outlined in our fundraising strategy.

## Other

Other Charitable Activities	31/03/23	31/03/22
	£'000	£'000
Other Trading Activities	28	25
Investments Income	7	3
Other Income	35	28

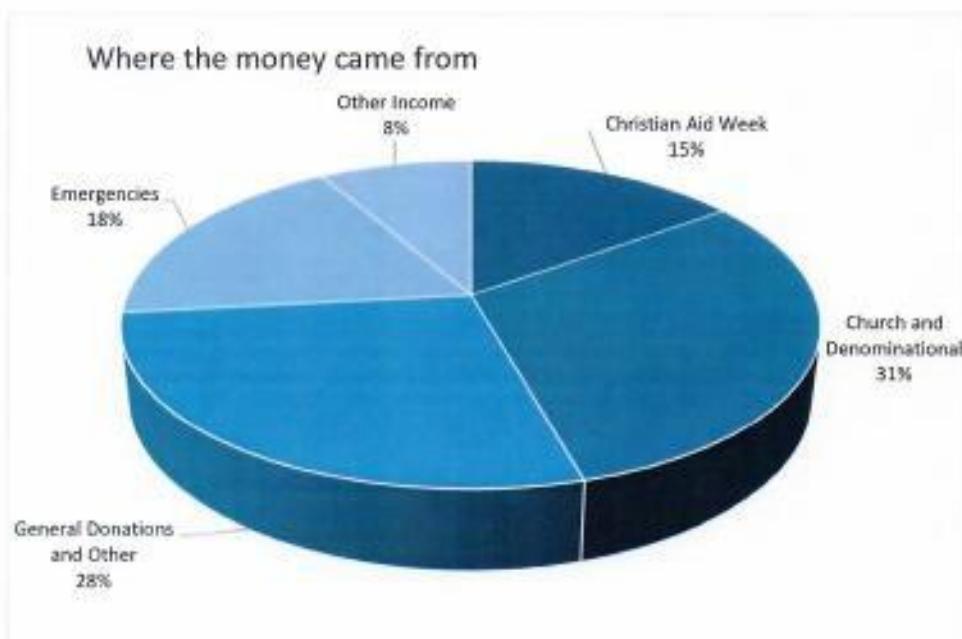
### Other Trading Activities

The trading income refers to the operation of our charity shop in Garvagh, Co. Londonderry. The income received from the shop amounted to £28k (2021/22: £25k).

### Investment Policy and income

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year. The income from short term investments for the year was £7k (2021/22: £3k).

### Where the money came from



## Expenditure

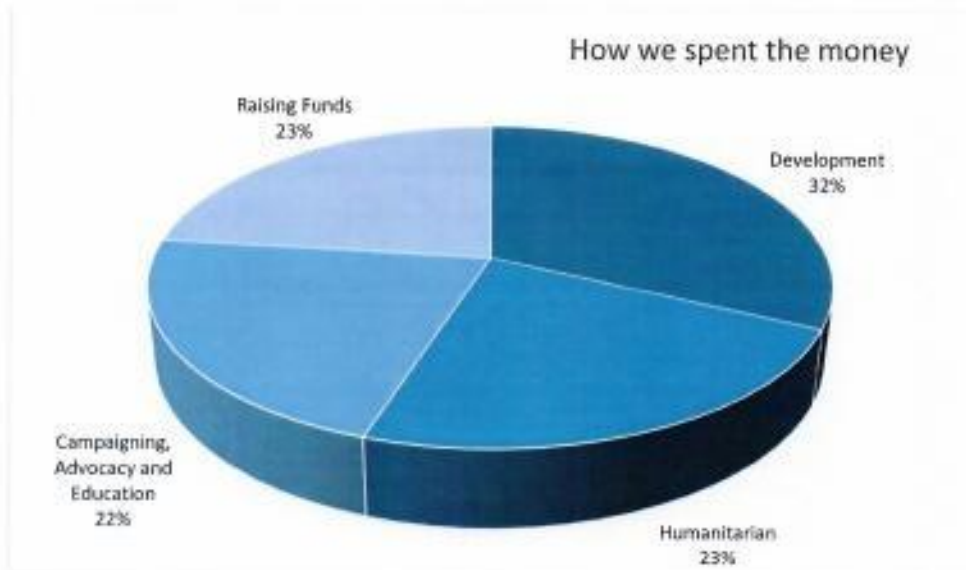
We spent a total of **£2,339k** (2021/22: £1,884k) during the year.

£1,796k (77%) was spent between our charitable activities as follows: Development £746k (32%); Humanitarian work £540k (23%) and Campaigning, Advocacy and Education £510k (22%).

We invested £543k (23%) in raising funds. For every £1 we spent on fundraising this year we raised £4.97 to further our work.

A key part of our work in development and emergencies is our work through partner organisations. These partnerships are funded by means of grants. To ensure that these partnerships are working effectively Christian Aid Ireland staff spend time working with partners to develop the most effective projects and programmes to be delivered, to increase the partners' capacity to deliver the programmes efficiently and effectively, and to monitor and evaluate and report on the work the partners have performed on our behalf. An analysis of where we spent our charitable funds is provided below.

## How we spent the money



## Reserves

The total reserves of **£2,299k** as at 31 March 2023 fall into two categories:

### Restricted Funds

Restricted funds are generated when the donor stipulates how a donation may be spent. In many cases there will be a time lag between when such funds are received and when they are spent. With emergency appeals there may be a need for immediate relief work, followed by longer term activities to rebuild people's lives and livelihoods, in line with the appeal request. This may result in appeal monies being spent over several years.

At 31 March 2023, we held **£879k** (2021/22: £657k) in restricted funds, mainly relating to denominational income.

Restricted funds balances as at 31 March 2023 are detailed in Note 14 of the Financial Statements.

### **Unrestricted Funds**

Unrestricted funds are generated when the donor does not stipulate how the income may be spent. Within certain operating needs, the charity's policy is to ensure that such funds are spent as soon as possible, while guaranteeing that these resources are used effectively.

Unrestricted funds include designated funds where the Directors have set aside money for a specific purpose. It is the policy of Christian Aid Ireland to hold a minimal operational reserve to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at any time. The level of this reserve is based upon the Directors' assessment of the likelihood of such financial contingencies and the impact they might have. In practical terms, the Directors have required that the organisation hold between 10 and 25 weeks of unrestricted spend as reserves.

At 31 March 2023, the unrestricted reserves were **£1,420k** (2021/22: £1,283k), of which £800k were set aside as other designated funds for project funding, and the operational reserve of £607k (representing 23 weeks of unrestricted spend). These are unprecedented times, and this level of reserve is deemed necessary due to the uncertain nature of the impact from cost of living crisis on Christian Aid Ireland's unrestricted income. Unrestricted funds movements and balances as at 31 March 2023 are detailed in Note 15 of the Financial Statements.

Corporate Priority 4: Deliver impact in our programmes

A draft Programme Strategy has been developed and shared with the Board.

Our Head of Peacebuilding and Conflict Prevention spoke at Iveagh House with the DFA and OECD Development Assistance Committee (DAC) around CAI's work, contributions and strategies on towards (soft law) OECD Recommendation on Enabling Civil Society in Development Co-operation and Humanitarian Assistance.

Under PGII we are leading on multi-country research "State of Play: How are local organisations advocating for change under autocratic and repressive governments?" Looking at strategies used by CSOs to influence change in contexts where civil society space is closed or repressed.

Ongoing support is being provided to **Afghanistan** in the design of their new country strategy, reflecting the changing operational environment after the Taliban takeover.

Head of Peacebuilding and Conflict Prevention travelled to **Dominican Republic** in November to support the inception of the cross border USAID project (Promoting Exchange and Awareness through Community Engagement in Dominican Republic and Haiti), and the LAC regional peacebuilding team's annual review.

The team co-hosted a CA-wide Community of Practice on Large Distributions in Humanitarian, focused on conflict sensitivity and integrating conflict prevention into resilience.

Head of Peacebuilding and Conflict Prevention attended the Directors meeting of EPLO, and had meetings with senior EU officials on the direction of travel on peacebuilding.

We held a panel on Climate and Conflict - Out of the Frying Pan and into the Fire, as part of One World Week.

We published an article on the "unpacking the pillar of peace in the triple nexus" in the Development in Practice Journal.

Corporate Priority 5: Building a movement across Ireland

We are continually grateful for the consistent support we receive from our sponsoring churches – financially, prayerfully and in education of important development issues.

We held our supporter conferences on the 4th March with a mixture of in-person and online events. We had 75 organisers and reps 'in the room' in Hillsborough with a further 10 people from NI online, and then we also had 20 online in ROI. Feedback has been very positive so far, with people enjoying the keynote address from our Chief Executive, the various seminars we had and finding out more about the Christian Aid Week focus and stories for 2023.

We have put in applications to be present at a few Christian conferences over the summer – New Wine, New Horizon and Bangor Worldwide. This is part of our strategy of being intentional about building relationships with individual Christians.

We are working hard to plan the PCI World Development Appeal content gathering trip to Sierra Leone which is taking place in April. One of our projects will be the 'lead' for the PCI World Development Appeal 2023/24.

We are preparing to begin the Global Citizenship Education programme that has been funded as part of the wider Irish Aid grant. One aspect of this is to join the Irish Development Education Association (IDEA) and undertake a process of self-assessment in order to ensure we can meet their code of best practice for development education.

We ran 'The Talking Climate Justice Tour' events in 3 locations in NI through the autumn using warm churches to partner with.

We recorded an interview with staff in Burundi to update Cork, Cloyne and Ross diocesan Synod on their partnership project through Bishops' Appeal.

We managed to achieve over 50 mentions in the press during COP27. This includes eight Irish Times mentions.

Our Christmas solidarity action this year involved supporters hanging bags of frankincense on their Christmas tree to raise awareness of the drought induced hunger crisis in the Horn of Africa. In total 10 supporters were involved in the action, which achieved coverage in around 25 local publications.

There was over a dozen pieces of coverage in national outlets of Christian Aid's annual report looking at the financial cost of climate breakdown. This included a lead story on the front page of the Irish Examiner.

The Athletic featured an extensive piece on the Cerrejon mine, covering its impact on communities surrounding the mine (of which prominent Liverpool FC player Luis Diaz is from). The article drew on some of Christian Aid's work to hold the mine and ESB to account.

The Currency mentioned Christian Aid Ireland's attendance at a meeting organised by a European Parliament delegation who were visiting Ireland to find out more about the role that Ireland plays in tax avoidance and how it can be changed.

Corporate Priority 6: Tackle the root causes of injustice

The policy and advocacy team built on our work and previous campaigning during 2022-23, focused on our two core priorities of economic justice and climate justice.

Our Head of Policy & Advocacy travelled to the UN in Geneva to present CAI research on **tax avoidance** and the impact it has on poorer developing countries. In response to CAI's input, the UN Committee issued formal recommendations to Ireland re tax avoidance for the first time.

CAI was represented at the **COP27 climate summit** in Egypt in November. We had a really significant win, finally getting agreement on so-called 'Loss & Damage' funding to support communities most impacted by climate change, something CAI has prominently campaigned on for years. CAI presented research on this issue in two formal Dáil parliamentary hearings, both pre- and post-COP.

We produced new analysis showing that for the first time in several years, Ireland's **climate finance** contributions had fallen. This is money pledged to help developing countries deal with climate change impacts. We raised this with parliamentarians, Government and the DFA, and also attended the DFA's annual Civil Society Forum on this and related issues.

In November, we organised a visit from Sisma Mujer, one of Colombia's leading **women's rights** organisations and a long-time CAI partner to present in the Oireachtas, DFA, and in Trinity College regarding peacebuilding and women's rights.

As part of ongoing work on a proposed new EU law to clean up **human rights** abuses in global supply chains, CAI has been regularly meeting the Irish Government and MEPs to advocate for improvements. The draft law is currently going through a series of important votes in the European Parliament, and through our ICBHR we have increased Irish MEP support.

As part of our **Business & Human Rights** campaigning domestically, we have been providing detailed feedback on the text of an equivalent national supply chain law drafted by opposition political parties.

Working with colleagues in London, CA has started a new, four-year partnership with the Global Legal Action Network (GLAN), finalised in February. GLAN bring extensive legal expertise and have already supported CAI on key work including our Cerrejón mine complaint and UN **tax avoidance** research.

We are grateful to the Irish Methodist church for providing us with funding in order to further our Policy & Advocacy work.

## Looking to the future

In 2022/23 we were successful in securing a new five year funding programme from Irish Aid and we will be concentrating on implementing this in the coming year and beyond.

The following will be our key areas of focus over the coming year(s).

### Corporate Priority 1. Increase institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Develop processes, structures and protocols to support the growth of CAI's institutional funding in close cooperation with the global Programme Funding Division (PFD)
- Develop CAI specific fundraising strategy that covers all thematic areas, maps donors and opportunities and links to unrestricted fundraising plans
- Institutional donor proposal development and submission on: peacebuilding & conflict prevention, governance & human rights, gender equality, triple nexus and humanitarian response
- Diversify donor base through ensuring programme quality and enhancing visibility and profile
- Enhance CAI's visibility, profile and donor engagement with key institutional donors in particular the European Commission and DG ECHO
- Engage bilateral donors on new peacebuilding strategy
- Ensure high quality management of humanitarian appeals including through Irish Emergency Alliance
- Ensure strategic use of humanitarian appeal funds and rapid response funds (ACS) to respond to needs and maximise opportunities to leverage further resources

### Corporate Priority 2. Increase non institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Work with CA to be quicker to market using emergencies as a tool to engage new supporters
- Use our 'go to' status for emergencies to attract both appeal asks and regular donor asks
- Leverage CA's brand campaigns to deepen public awareness
- Connect with large groups of people who identify as Christians but do not attend church regularly
- Develop an event that can be replicated and used for recruitment of regular donors
- Continue upgrading and conversion activities and intentionally reactivate those who are lapsed or are close to lapsing
- Initiate work with trusts and foundations to target 2 donors on peacebuilding and conflict prevention
- Identify relevant and interesting partnerships with local businesses/influencers to help promote Christian Aid Week 2023
- Explore the use of cost effective digital platforms
- Work with digital to develop E-envelope
- Further develop our legacy offering aligning with the new CA legacy campaign as well as running our harvest campaign focused on legacies
- Improve our regular donor ask in churches
- Develop and implement paid and organic social media strategy
- Develop and implement email strategy
- Increase email marketing lists

#### Corporate Priority 3. Organisational operational excellence

In order to ensure that we maintain and build upon operational excellence, we will aim to undertake and focus on the following:

- Team structures are amended to deliver better ways of working
- Develop Equality Dignity and Inclusion policy
- Complete Donor reporting and regulatory returns

#### Corporate Priority 4. Deliver impact in our programmes

In order to ensure that we maintain and build upon our programmatic operational excellence, we will aim to undertake and focus on the following:

- Ensure continued focus on the quality of programmes to ensure maximum impact
- Make maximum use of opportunities for learning and innovation afforded by funding to develop new approaches e.g. on HDP nexus, localisation and accountability
- Use Programme Quality to fund research into priority areas to support improved programming and greater impact and programme quality
- Ensure that current and new programmes deliver impact and build our capacity to develop and manage large humanitarian programmes
- Make the best use of thematic expertise within CAI's programme team to support design and implementation of programmes to deliver maximum impact e.g. GESI, governance & human rights, humanitarian, peacebuilding & conflict prevention and programme performance
- Improve the integration of conflict prevention in Humanitarian Programme Plan

#### Corporate Priority 5. Build a movement across Ireland

We will aim to undertake and focus on the following:

- Develop an interactive exhibition stand that can be taken to conferences and events to profile our work
- Attend Christian conferences and events and seek to develop opportunities to profile CAI's work at these specifically targeting New Wine, New Horizons and Bangor Worldwide
- Attend strategic church gatherings such as diocesan synods, COI general synod, PCI assembly and MCI conference
- Meet with senior leaders of denominations new to CAI to actively seek to build new relationships
- Develop a theological and biblical rationale for our work and publish the document to communicate clearly who we are and what we do
- Be increasingly strategic in our engagement of gatekeepers in the Christian world to build reputation and engage with individual Christians
- Develop and run interactive and participatory global citizenship education workshops with focused groups of key multipliers
- Mentor and support key multipliers and influencers who will educate and inspire others to take informed action
- Produce regular briefings for church leaders on global justice issues and interactive participatory seminars for church network conferences
- Coordinate innovative online conferences connecting Irish public with overseas staff and partners
- Run annual supporter conferences enabling supporters to critically explore global justice issues
- Prioritise externally focused opportunities that can reach the widest audience
- Collecting/sharing stories of supporters and people we support suitable for social media, website & media

## Corporate Priority 6. Tackle the root causes of injustice

We will aim to undertake and focus on the following:

### Economic justice

- UN tax case: advocacy and campaigning linked to successful UNCRC outcomes including call for a new Government 'Spillover Analysis' of tax impact on developing countries
- ICESCR review: research, draft and submit evidence as part of the International Covenant on Economic, Social and Cultural Rights review of Ireland, Jan 2024 focussing on core CAI economic justice asks
- Supply chain law: advocate for ambitious, effective new IRL and EU laws requiring human rights and environmental due diligence checks along company supply chains; advocacy to MEPs and IRL government to support and improve draft EU directive
- ICBHR: strengthen CAI's leadership role within the Irish Coalition for Business and Human Rights, grow membership and financial stability
- Global tax justice: continued advocacy on Abbott's 'Single Malt' tax avoidance structure, OECD deal and support for UN tax body
- Coalition 2030: contribute to the Irish SDG Alliance review of Ireland's progress on meeting its SDG targets, both at IRL and UN levels

### Climate justice

- Domestic policy: ongoing advocacy to ensure that Ireland's carbon budgets and annual Climate Action Plan are consistent with the Paris Agreement and falling national emissions
- Climate finance: yearly assessment of Irish climate finance contributions (adaptation, mitigation) and advocacy towards Irish Government to hit UN & fair share targets
- Loss & Damage: research, draft and publish new CAI report on L&D following 'The Cost of Inaction' as well as PPC paper on L&D funding
- COP28: attendance, advocacy and media work in UAE Nov 23

### Country-specific

- Cerrejón mine: progress formal OECD human rights complaint regarding the mine's impact, in partnership with CAJAR, CINEP, AIDA & GLAN including mediation between communities & ESB
- Colombia partner visit: delegation of indigenous leaders & CINEP to London and Dublin to meet politicians, DFA and media Oct 2023
- IOPT: coalition building and campaigning with Irish civil society partners, building on success of Occupied Territories Bill (18-20) and Annexation Motion (21) to advocate accountability and action in response to violations of international law
- VR installation: Bring Israeli partner B'tselem to Dublin/Belfast to exhibit their VR installation and 'bring' Irish politicians, journalists and public to the West Bank virtually

### Peacebuilding and conflict prevention

- Ongoing political advocacy tackling militarisation and crises
- Climate and conflict policy paper underway working with PPC and partner in East Africa

#### Principal risks and uncertainties

Christian Aid Ireland has established a risk management strategy which documents our approach to risk management and sets the direction for this work. Appropriate systems and procedures are in place to manage these risks and provide reasonable but not absolute assurance against occurrence.

Everyone in the organisation has a role to play in risk management.

The executive leadership team identifies the major strategic, business and operational risks that the charity is exposed to; and to assess the likelihood of such risks occurring and the level of impact they would have. The leadership team continually reviews and manages the identified risks and reports regularly to Income, Finance, Risk and Audit Committee (IFRA) through the risk register. The risk register gives a detailed list of all the organisation's risks, the level of the risk and the risk owner who is responsible for monitoring each risk. The leadership team is supported by staff in the identification and management of operational risks and implement actions as instructed.

The internal audit function provides advice and guidance on the management of risk relating to the design, implementation and operation of systems of internal control.

The Income, Finance, Risk and Audit Committee (IFRA) ensures that the executive leadership team has an effective risk management process in place and reviews the risk register to ensure they are satisfied that all corporate risks are included. It also monitors the progress on the management of corporate risks and provides regular updates to the Board.

The Board approves the Risk Management Strategy and the organisation's risk appetite; it approves the Risk Register on an annual basis and monitors progress of corporate risks throughout the year.

The main risks identified together with the actions to mitigate the risks are summarised below.

#### Financial Stability

##### *Risks*

The principal financial risks relate to the economic environment; changes in donor expectations and our ability to respond and the diversification of funding both in donor base and between restricted and unrestricted funding in our fundraising strategy.

The fundraising environment remains very challenging with a combination of increased competition for public funds, globally competitive calls for funding and pressure on Government finances. Populism and nationalism reduce the space for policy and advocacy work. Failure to maintain a diversified income base means there is a risk of becoming over-reliant on one institutional funder. In turn, new Donors may bring new and more stringent requirements. Changes in the economy at home and perceptions of wealth of middle income countries can distort people's view of the reality for many people living in those countries and can impact their propensity to give.

##### *Mitigating actions*

To reduce the risk of significant fluctuations in income or failure to achieve the necessary level of income to protect our programmes a comprehensive fundraising strategy has been approved by the Christian Aid Ireland Board. This strategy adopts a more targeted approach to fundraising, focusing on a smaller number of key areas such as individual giving, mid to high level donors and legacies.

A *From Violence to Peace* fundraising strategy has been developed for Irish funding which targets six specific institutional donors.

We regularly review financial information, adjust budget and review expenditure to reflect expected levels of income and have a reserves policy in place. We ensure expenditure is minimised by ensuring processes and procedures are in place to ensure we achieve value for money on all expenditure.

We have a Public Engagement Strategy in place and perform advocacy work on protecting the international budget including exploring lost income from tax schemes.

We will continue to build on our good relationships with institutional and business donors and harness the commitment of our supporters and stakeholders to ending poverty. We have regular meetings with our major institutional donors and have a Programmes team to develop proposals and to manage grants received. There is a dedicated finance resource for restricted funds. We review our funding strategy and team capacity and perform partner capacity assessments and monitor and evaluate programmes and have a system in place for risk assessment and evaluation of new donor funding opportunities.

Governance/Compliance:

*Risk*

The principal Governance/Compliance risks relate to Christian Aid Ireland's compliance with laws and regulations; Christian Aid Ireland's compliance with donor requirements; partner capacity to comply with laws and regulations and donor requirements; compliance with General Data Protection regulation (GDPR) and misuse of funds, fraud corruption or inappropriate behaviour.

Christian Aid Ireland receives a significant amount of funding from institutional donors and sponsoring churches. The management of institutional donors' requirements are complex and prescriptive in nature. Compliance with laws and regulations is challenging particularly in-country regulation and the restriction on civil society space in the countries in which we operate.

*Mitigating Actions*

The organisation mitigates this risk by having regular interaction with donors to understand their needs. Christian Aid Ireland and country teams provide regular capacity building at staff and partner level to assess organisational and financial capacity and to ensure donor obligations are met. Partners are trained on donor compliance requirements. We have clearly designed policies and procedures in relation to programme and project management including the use of iPIMS (our grant management database). Monitoring and evaluation visits are performed by Christian Aid Ireland staff and country teams undertake programme reporting to Christian Aid Ireland.

Christian Aid Ireland adheres to the sector's recommended codes of practice such as FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities SORP - Accounting and Reporting for Charities ("SORP"); the Dóchas Code of Corporate Governance; the Charities Governance Code. We follow requirements of the Charities Commission for Northern Ireland (CCNI) and the Charities Regulatory Authority (CRA) in the Republic of Ireland. A governance self-assessment questionnaire is completed by the Income, Finance, Risk and Audit Committee (IFRA). An internal control self-assessment (ICSA) questionnaire is completed annually.

Christian Aid Ireland also ensures compliance with law and regulations in all countries of operation with the country management team responsible for local requirements such as registration, taxation and statutory reporting. Our financial policies and procedures comply with regulations and statute which should reflect core compliance principles.

Our Public Engagement strategy has been developed to ensure compliance with donor requirements in relation to public engagement. We regularly monitor changes in laws and where possible perform advocacy work to highlight unfavourable changes in law and challenge them.

We have data protection policies in place which are updated to reflect any new changes in legislation and best practice. Representatives from Christian Aid Ireland attend the Data Protection Oversight Committee of Christian Aid to benefit from the work of the group and its application to Christian Aid Ireland. We have IT security measures in place and receive regular updates via Yammer on cyber security risks. During the year staff, trustees and volunteers completed mandatory Data Protection training.

Our Internal Audit function provided by the UK office under a memorandum of understanding audits country programmes based on risk assessments and provides reports to the Income, Finance, Risk and Audit Committee (IFRA). Any recommendations noted will be followed up.

We have a range of anti-fraud and corruption policies in place (Fraud and Misuse, Whistleblowing, Anti-Bribery, Anti-Money Laundering and Safeguarding). We also benefit from the services of a dedicated Anti-Diversion and Corruption Manager. In addition, staff and trustees must complete mandatory Code of Conduct training.

Reputational risk

*Risk*

The principal reputational risks relate to negative public perception and trust and confidence in the sector due to programme quality; the occurrence of safeguarding issues, scandals, or charity fatigue; a failure to communicate impact to guarantee achievement of strategic objectives, and loss of future funding; a failure to demonstrate accountability and provide transparency; and a deterioration in strategic partnerships.

Christian Aid Ireland has a team of programme staff to ensure programme quality is of a high standard and is monitored and evaluated.

Christian Aid Ireland takes safeguarding incredibly seriously and we recognise our duty to protect and safeguard vulnerable communities. We believe that any abuse of power, including sexual violence or harassment, is totally unacceptable.

Across Christian Aid we continue to work with colleagues to ensure a better, and shared, understanding of what sexual harassment is, and the zero-tolerance culture we expect, including by training staff across the global organisation on the organisation's code of conduct.

As a sector, we need to be willing to recognise that this is an issue that affects us all. Christian Aid Ireland continues to work with staff and our local partners to root out any attitudes and behaviours that support such breaches of trust. Christian Aid is a signatory to sector-wide codes of conduct. We also have a range of established policies and procedures aimed at preventing sexual harassment committed by any individual representing Christian Aid (including staff, volunteers and consultants) against other staff, beneficiaries or anyone else.

Collectively, aid agencies must work harder to ensure safeguarding, whistleblowing and misconduct policies are fit for purpose, to root out improper conduct. It is imperative that we are transparent and accountable, both to the communities where we work and to those who trust us to spend their money to alleviate suffering overseas.

Christian Aid Ireland recognises that the sector has been the subject of increased public and media scrutiny. This environment is challenging public support and confidence in charities and international aid, making it increasingly difficult to raise funds from the public. Christian Aid Ireland is a strong and effective organisation that works with integrity and humility; however external perceptions of charities and of church-based organisations could have an adverse impact on our work.

Working to eradicate poverty requires us to operate in places which are inherently challenging because of conflict, corruption, natural disasters, weak infrastructure and poor governance. Gathering communications materials that demonstrate the impact of our programmes can be a challenge in these environments, as the power dynamics and context change.

*Mitigating Actions*

We have systems in place to monitor the quality and measure the impact of our programmes and these continue to be developed in line with best practice. We mitigate against this risk by being open and transparent in the way we operate and through our membership of organisations such as Dóchas, which help to inspire renewed public confidence in the sector.

We continuously review and refresh our current policies and practices, to ensure that we take timely and corrective actions to prevent and censure such behaviour, ensuring we have confidential and robust mechanisms that enable and support our workforce, beneficiaries and stakeholders to report

concerns and incidents without fear or favour, and to ensure protection and support for individuals who report or have experienced such incidents.

We have Safeguarding, Whistleblowing, and Serious Incident Reporting policies in place alongside a mandatory code of conduct. During the year we appointed a safeguarding Trustee and expanded the terms of reference for our Income, Finance, Risk and Audit Committee (IFRA) to include duties in relation to safeguarding.

We have a range of anti-diversion and misuse of funds policies in operation through partners and alliances that have roots in the communities in which they are working. We monitor the programmes which they are carrying out and provide feedback and build partner capacity where required through training and ongoing support and we ensure that, as a certified Core Humanitarian Standard (CHS) organisation, we incorporate beneficiary feedback into the evaluation of our programmes.

We have a Public Engagement strategy and a Church Engagement framework in place and we undertake an annual churches' consultation to ensure a strong strategic partnership with our sponsoring Churches and management have a constructive relationship with Board to allow discussion on key issues.

We clearly communicate that our work complies with the highest standards of governance and accountability, and that we comply with all the relevant standards on accountability, fundraising, and images. We also communicate clearly that our work to eradicate poverty targets the most vulnerable and marginalised regardless of faith or race, but we engage the church in the fight against poverty and help churches to put their faith into action.

Environmental/External

*Risk*

The principle environmental and external risks relate to; the reduction in civil society space and our vulnerability to changes in the political, social and economic risks of the countries in which we operate and the impact our ability to operate effectively and safely.

Christian Aid Ireland's overseas programme operates in difficult contexts with oppressive power dynamics and fragile security situations which could hamper our ability to operate safely or even at all in areas of most need.

*Mitigating Actions*

Christian Aid Ireland actively monitors the external context to anticipate political, social or economic risks, so that plans can be put in place to minimise any negative impact on organisational activities or the reputation of the organisation. We mitigate the risks relating to operational countries by operating through networks of Christian Aid country teams and independent partners which have roots in the community. These organisations bring an in-depth understanding of the local context, language and culture. This enables access to up to date information to ensure programmes remain relevant.

Monitoring and evaluation is carried out by our programme teams and we perform enhanced due diligence for high risk countries. Core Humanitarian Standard (CHS) accredited feedback is incorporated into all our programmes. We have specific country programme strategies in place. Specific context related risks for operational countries are considered through the annual programme review. We have adaptive programming ensuring flexibility to allow the way we achieve our objectives to change as required. We have a security policy for all travelling staff and security is a key part of all major programme decisions. We adjust security assessments in response to major changes in political and security environment. We organise security training through Eurocheck.

#### Operational risks

##### *Risk*

The principal operational risks relate to the failure to ensure security and safety of staff partners and programme participants, and the misalignment of policy and practice.

Christian Aid Ireland staff travel to regions where the political and social circumstances make the personal security of staff a major potential hazard. Failure to ensure safety and the inability to evacuate staff could lead to loss of life or injury to employees or partners. We may be unable to respond to a crisis and there could be a loss of assets. This could lead to civil (negligence) or Criminal (corporate manslaughter) proceedings which would cause significant damage to our reputation and could incur financial penalties and insurance claims.

We speak out against the causes of poverty. This can put staff and partners at risk. If communications are inappropriate or poorly researched or erroneous statements are made, this could risk lives, damage reputations or harm key relationships. Actions by our partners could also draw us into litigious or conflict related situations particularly if they publish materials or engage in actions with our financial support. If we or our partners act in a way that is contrary to our public policy position, this could seriously damage our reputation.

##### *Mitigating Actions*

The security and safety of staff, partners, and programme participants is of paramount importance to Christian Aid Ireland. Through a shared service agreement with Christian Aid we implement comprehensive safety and security management policies to ensure that this risk is appropriately managed. Procedures are in place to protect vulnerable adults and children in the delivery of our services.

We provide staff with compulsory security training and made security considerations a key part of all major programme decisions. Security training for Christian Aid Ireland staff is provided by Christian Aid which hosts the European Interagency Security Forum and the ACT Alliance Security Co-ordinator, making Christian Aid a key hub for NGO security.

Christian Aid Ireland staff travelling to countries understand their personal responsibility for security and adhere to our corporate policies and procedures.

All country programmes have up to date security policies providing briefings to visitors and adjust security assessments as appropriate, in response to major changes in the political and security environment.

Having confidence in our policies and procedures as well as our staff gives us the confidence to work in some of the most challenging locations. But, in the event of an escalation in insecurity and as a last resort, we may withdraw staff from insecure locations or delay the implementation of a programme.

Staff involved in advocacy, campaigning and lobbying activities have a clear understanding of the context of the role, and the responsibilities and limitations of campaigning organisations as laid out in CCNI and CRA and other guidance.

#### IT and cybersecurity

##### *Risk*

The principal IT and cybersecurity risks relate to failure to safely process and store data.

Christian Aid Ireland is dependent on several IT systems for processing and storing its data. We live in an increasingly digitally connected world. Failure to keep pace with new technologies and ways of reaching our supporters and the communities we serve, in the way they prefer, could reduce our impact and effectiveness.

Failure to secure our information systems from malicious cyber-attacks could lead to loss of service, loss of sensitive or confidential data and even present a security risk to staff and partners working in challenging locations. This could damage our reputation result in regulatory breaches and fines or put people at risk.

#### *Mitigating Actions*

Christian Aid Ireland received shared service IT support from Christian Aid, therefore all policies are in place by Christian Aid. Christian Aid actively reviews and upgrades its IT software, systems and processes to mitigate risk relating to IT management, cyber security and data protection. Christian Aid has developed initiatives to embrace digital technology more effectively. The purpose is to ensure that we embed the use of technology more effectively in our work. We have structured information systems, policies and procedures that are embedded throughout the organisation and supported by training where appropriate.

Our information security measures are regularly tested, including by internal audit and staff are reminded of the risks of so called 'social engineering' whereby data is provided to unauthorised users pretending to be legitimate. Staff are also reminded of the risks of using social media and all staff complete online data protection training on an annual basis.

Christian Aid Ireland also collaborates with other INGOs ensuring Christian Aid Ireland is at the forefront of best practice in the sector and achieves value for money.

#### *Grant Making*

Details of grants paid are contained in note 6 of the Financial Statements. For Institutional funded programmes and projects Grant making happens as follows:

- Christian Aid Ireland selects thematic focus areas and countries of implementation in line with its programme strategy. A draft budget allocation is communicated to the applicable Christian Aid country teams in advance of the application process.
- The country teams are then invited to apply for grant funding by submitting a proposal, detailing the partners, project and team costs.
- All proposals are reviewed and assessed based on the quality of information submitted within the parameters of the draft budget. Other factors considered are historical performance; team capacity and expertise; any country specific contextual issues and donor requirements.
- For grants paid out on Church & Denominational income, as well as emergency appeals, grants are allocated to programmes that are in line with the relevant emergency appeal and Christian Aid Irelands' programme strategy objectives. Proposals are submitted as required by the donors.

#### *Volunteers and staff*

Christian Aid Ireland is hugely grateful for the work carried out by its committed staff and volunteers. Achievements during the year were due to the hard work and dedication of all these people. We are particularly grateful to our volunteers who give their time each week to support the administrative work in Belfast and Dublin.

Christian Aid Ireland is committed to equality of opportunity between persons of different religious belief, political opinion, gender, marital status, disability, ethnic origin, age, dependants, sexual orientation or trade union membership.

We are most grateful for the support of a network of thousands of volunteers across Northern Ireland who are dedicated to carrying out our annual Christian Aid Week door-to-door collection, and the wonderful individuals, communities, businesses, and congregations which organise fundraising events in support of our work every year, alongside people who raise their voices to take action against global injustice.

Christian Aid Ireland employed 20 people (headcount) during the year 2022/23.

#### Investment Policy

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year.

#### Going concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The financial statements have been prepared on a going concern basis.

#### Post balance sheet events

There have been no other significant events affecting the company since the year end that require disclosure or adjustment to the financial statements.

#### Auditors

The auditor, Crowe Ireland, has indicated its willingness to continue in office, and a resolution that the firm be reappointed will be proposed at the Annual General Meeting.

#### Lobbying and Political Donations

There were no political contributions in 2022/23 and as a result there are no disclosures required under the Electoral Act 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). It has made the returns and submissions required by the Act.

#### Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year giving a true and fair view of the state of affairs of the company. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Under company law, the directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year giving a true and fair view of the state of affairs of the company end date, of the surplus or deficit for that financial year giving a true and fair view of the state of affairs of the company and otherwise comply with the Companies Act 2006.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors confirm they have complied with the above requirements when preparing the financial statements.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2006 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation governing the preparation and dissemination of financial statements may differ in different jurisdictions.

Signed on behalf of the Board:



**Rev Dr Liz Hughes**



**Mr Hal Hosford**

**Date: 4 July 2023**



**Independent Auditors Report to the Members of Christian Aid Ireland  
(Northern Ireland) (A company limited by guarantee, not having a share capital)**

**REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS**

**Opinion**

We have audited the financial statements of Christian Aid Ireland (Northern Ireland) (the 'Company') for the year ended 31 March 2023, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 March 2023 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006 and Charities Act (Northern Ireland) 2008.

**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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in 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.

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 directors' 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 company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**Other Information**

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the 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.

#### **Opinion on the Other Matters Prescribed by the Companies Act 2006**

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' Annual Report is consistent with the financial statements; and
- in our opinion, the Directors' Annual Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

#### **Matters on Which We Are Required to Report by Exception**

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 requires us to report to you if, in our opinion:

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

#### **Responsibilities of Directors for the Financial Statements**

As explained more fully in the Statement of Directors' Responsibilities, the Directors 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 Directors 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 Directors are responsible for assessing the 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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### **Auditors' Responsibilities for the Audit of the Financial Statements**

We have been appointed as auditor under section 65(2) of the Charities Act (Northern Ireland) 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 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 extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items. In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and completeness of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Income, Finance, Risk and Audit Committee about their own identification and assessment of the risks of irregularities, testing of a sample of transactions against the terms of any agreements and the requirement of the Charities SORP (FRS102), sample testing on the posting of journals, reviewing accounting estimates for biases and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities)>. This description forms part of our Auditor's Report.

### **The Purpose of Our Audit Work and to Whom We Owe Our Responsibilities**

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and Part 4 of the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015. Our audit work has been undertaken so that we might state to the 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 Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by: Roseanna O'Hanlon  
Roseanna O'Hanlon (statutory Auditor)

for and on behalf of:

Crowe Ireland

**Crowe Ireland**  
Chartered Accountants and Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

Date: 1 August 2023

## Statement of Financial Activities

(Incorporating the Income and Expenditure Account)  
For the year ended 31 March 2023

	Notes	2023 Unrestricted Funds £'000	2023 Restricted Funds £'000	2023 Total Funds £'000	2022 Total Funds £'000
<b>Income and endowments from:</b>					
<b>Donations and legacies</b>					
- Donations	4	1,293	1,177	2,470	1,800
- Legacies		192	-	192	488
<b>Charitable Activities:</b>					
Other Trading Activities		28	-	28	25
Investments		7	-	7	3
Other		-	-	-	-
<b>TOTAL</b>		<b>1,520</b>	<b>1,177</b>	<b>2,697</b>	<b>2,316</b>
<b>Expenditure on:</b>					
Raising Funds	5	543	-	543	461
Charitable Activities	5				
- Development		331	415	746	725
- Humanitarian		-	540	540	264
- Campaigning, Advocacy and Education		510	-	510	434
<b>TOTAL</b>		<b>(1,384)</b>	<b>(955)</b>	<b>(2,339)</b>	<b>(1,884)</b>
Net income/(expenditure)		136	222	358	432
Other gains		1	-	1	-
<b>Net movement in funds</b>		<b>137</b>	<b>222</b>	<b>359</b>	<b>432</b>
<b>Reconciliation of funds:</b>					
Funds brought forward	14/15	1,283	657	1,940	1,508
<b>Total funds carried forward</b>	<b>14/15</b>	<b>1,420</b>	<b>879</b>	<b>2,299</b>	<b>1,940</b>

All incoming and outgoing resources arise from continuing operations. There are no recognised gains or losses, or movements in funds other than those disclosed above.

## Balance Sheet

For the year ended 31 March 2023

	Notes	31 March 2023 £'000	31 March 2022 £'000
<b>Fixed Assets</b>			
Intangible Fixed Assets	11	-	2
Tangible Fixed Assets	11	13	-
<b>Current Assets</b>			
- Debtors	12	265	244
- Investments	10	725	722
- Cash at bank and in hand	10	1,659	1,678
<b>Total current assets</b>		<b>2,649</b>	<b>2,644</b>
<b>Liabilities</b>			
Creditors falling due within one year	13	(363)	(706)
<b>Net current assets</b>		<b>2,286</b>	<b>1,938</b>
<b>Total net assets</b>		<b>2,299</b>	<b>1,940</b>
<b>The funds of the charity:</b>			
Restricted income funds	14	879	657
Unrestricted funds	15	1,420	1,283
<b>Total charity funds</b>		<b>2,299</b>	<b>1,940</b>

The financial statements were approved and authorised for issue by the Board of Directors on 4 July 2023 and signed on its behalf by:



Rev Dr Liz Hughes



Mr Hal Hosford

## Statement of Cash Flows

For the year ended 31 March 2023

	Notes	31 March 2023	31 March 2022
		£'000	£'000
Cash flows from operating activities	10	5	1,093
<b>Net cash used in operating activities</b>		<b>5</b>	<b>1,093</b>
Cash flows from investing activities			
Dividends, interest and rents from investments		(7)	(3)
Purchase of assets		(15)	-
Unrealised gains/(losses) from currency translation		1	-
<b>Net cash used in investing activities</b>		<b>(21)</b>	<b>(3)</b>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(16)</b>	<b>1,090</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b>2,400</b>	<b>1,310</b>
Change in cash and cash equivalents due to exchange rate movements		-	-
<b>Cash and cash equivalents at the end of the reporting period</b>	10	<b>2,384</b>	<b>2,400</b>

### 1. General Information

Christian Aid Ireland is an overseas development aid agency working to overcome poverty in some of the world's poorest communities. The company is a company limited by guarantee not having a share capital and has its registered office at Linden House, Beechill Park, Belfast, BT8 7QN. Christian Aid Ireland is a public benefit entity as defined by FRS 102.

### 2. Statement of Compliance

The entity's financial statements have been prepared on the going concern basis in accordance with the 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) and Charities SORP (FRS 102) and the Companies Act 2006 (UK Act).

### 3. Accounting Policies

The significant accounting policies used in the preparation of the financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

#### ***Basis of preparation***

The financial statements are prepared in accordance with Financial Reporting Standard FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 (UK Act) and in accordance with Charities SORP Accounting and Reporting by Charities issued by the Charities Commissioner in the UK (effective 1 January 2019).

#### ***Going concern***

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The Directors have reviewed Christian Aid Ireland's financial position and consequently believe there are sufficient resources to manage any operational or financial risks. The Board therefore considers there is a reasonable expectation that Christian Aid Ireland has adequate resources to continue in operational existence of the foreseeable future and are unaware of any material uncertainties related to events or conditions that may cast significant doubt upon the company's ability to continue as a going concern.

#### ***Judgements in applying accounting policies and key sources of estimation***

The preparation of these financial statements requires directors to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions

that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

*Cost allocation*

Costs not attributable to a single activity are allocated or apportioned to activities on a basis consistent with identified cost drivers for that cost category. Cost drivers utilised include head count and judgement is exercised in applying cost drivers to cost categories.

*Carrying Value of Debtors*

The company makes an estimate of the carrying value of all debtors, including Gift Aid receivable. The company uses estimates based on historical experience in determining the carrying value of debtors.

**Income**

Income included in the financial statements represents income from the public (such as donations and legacies, church/denominational income) and institutional donors, charity shop and deposit income receivable during the year.

Income from government grants, institutional donor's corporate trusts and foundations that are subject to specific restrictions or reporting requirements are recognised in this Statement of Financial Activities when the organisation becomes entitled to the funds, the income can be measured reliably, and it is probable that the funds will be received.

Grants from government and other co-funders typically include the following conditions: -

- Performance based conditions – the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions – the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases, the charity recognises the income to the extent utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and that the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Where income has been received in advance it is deferred until the conditions are met. Where income has not yet been received, but all criteria for recognition have been satisfied, the income is accrued as a debtor in the balance sheet.

Income from donations is recognised when the donations are received. The related tax refunds are recognised when all legislative requirements have been met and the amounts can be measured with reasonable certainty.

Legacy income is included where there is sufficient evidence of entitlement, receipt is probable and where the amount is measurable. No value is included where a legacy is subject to a life interest held by another party.

Other trading activities include retail income from the sale of goods through the shop in Garvagh.

Donated goods are not recognised on receipt. The value to the charity of the donated goods sold is recognised as income when the goods are sold. The proceeds of sale are categorised as "Income from other trading activities" in the Statement of Financial Activities.

Gifts in kind for use by the charity are included in the accounts at their approximate market value at the date of receipt. Gifts in kind for distribution are included in the accounts at their approximate market value at the date of distribution.

Christian Aid Ireland distinguish restricted income from unrestricted income. Restricted income refers to funds given subject to conditions imposed (by the donor or implied by the nature of the appeal) as to how it is to be spent.

#### ***Fund accounting***

The charity maintains three types of funds as follows:

Restricted funds represent funds where the grants and donations received are requested by the donor to be spent on a specific purpose. Income and expenditure on these funds are shown separately within the Statement of Financial Activities.

Other unrestricted funds represent income that is expendable at the discretion of the directors in the furtherance of the objectives of the charity, but as at the end of the year had not been specifically allocated.

Designated unrestricted funds are a portion of the unrestricted funds where the directors have set aside monies from unrestricted funding for specific purposes. These include an operational reserve, and monies allocated for expenditure in the following years.

#### ***Expenditure***

All expenditure is accounted for on an accruals basis and is classified under headings that aggregate all costs related to the category. The costs of each staff team, including a relevant proportion of support costs allocated on a usage basis, are allocated across the headings of costs of generating funds, charitable activities and governance costs based on the proportion of time spent on each of these areas of work.

Costs of raising funds comprise the costs of advertising, producing publications and printing and mailing fundraising material, the staff costs in these areas and an appropriate allocation of support costs.

Costs of charitable activities include direct expenditure incurred through grants to partners and operational activities. Grants to partners are recognised as expenditure at the time of payment since until then there is no legal or constructive obligation to make the grant.

Expenditure is treated as being made from restricted funds to the extent at it meets the criteria specified by the donor or the terms under which it was raised. All other expenditure is treated as unrestricted.

#### ***Pension costs***

Christian Aid Ireland operates a defined contribution scheme for employees. Annual payments to the scheme are charged to the Statement of Financial Activities in the year to which they relate.

#### ***Operating Leases***

Rentals in respect of operating leases are charged to the Statement of Financial Activities in the period to which the costs are incurred.

#### ***Tax and Vat***

As a registered Charity, Christian Aid Ireland is exempt from tax on income and gains falling within section 505 of the Income and Corporation Taxes Act, 1988 and Section 256 of the Tax of Charitable Gains Act, 1992.

In common with many other charities, Christian Aid Ireland is unable to recover most of VAT that is incurred on purchases of goods and services in the UK. The amount of VAT that cannot be recovered is included within the appropriate underlying cost.

**Foreign currencies**

The company's functional and presentational currency is Sterling. Foreign currency balances have been translated at the exchange rate ruling at the balance sheet date. Income and expenditure transactions have been translated at the prevailing rate at the time of the transaction. Any gain or loss arising from a change in exchange rates subsequent to the date of a transaction is included in the Statement of Financial Activities.

**Intangible fixed assets**

The intangible fixed assets costing over £5,000 are capitalised at cost. Intangible fixed assets include software cost. They are amortised over 3 years, their estimated useful lives, after development and installation work has been completed.

**Tangible fixed assets and depreciation**

Tangible fixed assets costing over £5,000 are capitalised at cost. Tangible assets are stated at cost less accumulated depreciation.

Depreciation is calculated to write off the cost of tangible assets over their estimated useful lives less an estimated residual value, where appropriate, by equal annual instalments.

The estimated useful lives of tangible assets by reference to which depreciation had been calculated are as follows:

Leasehold improvements	5 years
Vehicles	5 years
Computers	4 years

**Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**Financial instruments**

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable. Basic financial instruments are recorded at transaction price.

**Debtors**

Short term debtors are measured at transaction price, less any impairment.

**Creditors**

Trade Creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as due within one year if payment is due within one year or less. Short term creditors are measured at the transaction price.

**Employee Benefits accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement and accrued at the Balance Sheet date.

#### 4. Donations

	Unrestricted 31/03/23	Restricted 31/03/23	Total 31/03/23	Total 31/03/22
	£'000	£'000	£'000	£'000
<b>Annual Appeals:</b>				
Christian Aid Week	407	-	407	424
Regular Gifts	405	-	405	291
Church Partnerships	64	-	64	85
General Donations	300	41	341	442
Denominational Appeals	117	643	760	247
<b>Humanitarian Appeals:</b>				
Syria Crisis Appeal	-	-	-	1
Coronavirus/Covid-19 Appeal	-	-	-	14
Lebanon Crisis Appeal	-	-	-	2
Hunger Appeal	-	1	1	60
Haiti Earthquake Appeal 2021	-	-	-	23
Afghanistan Appeal 2022	-	11	11	89
Ukraine Crisis Appeal 2022	-	55	55	122
East Africa Hunger Crisis Appeal	-	210	210	-
Turkey & Syria Earthquake Appeal	-	216	216	-
<b>Total Donations</b>	<b>1,293</b>	<b>1,177</b>	<b>2,470</b>	<b>1,800</b>

Total donations of **£2,470k** (2021/22: £1,800k) include **£124k** of tax recoverable through gift aid (2021/22: £80k).

#### 5. Total Expenditure

	Grants to partner organisations	Staff costs	Other direct costs	Allocation of support costs	2023 Total	2022 Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Raising Funds</b>	-	327	192	24	543	461
<b>Charitable Activities</b>						
- Development	626	73	43	4	746	725
- Humanitarian	540	-	-	-	540	264
- Campaigning, Advocacy and Education	-	313	175	22	510	434
<b>Total Charitable Activities</b>	<b>1,166</b>	<b>386</b>	<b>218</b>	<b>26</b>	<b>1,796</b>	<b>1,423</b>
<b>Total Resources Expended</b>	<b>1,166</b>	<b>713</b>	<b>410</b>	<b>50</b>	<b>2,339</b>	<b>1,884</b>

**Charitable expenditure analysed by region:**

	31/03/23	31/03/22
	£'000	£'000
Africa	60	85
Latin America and the Caribbean	63	79
Asia and the Middle East	221	29
Europe	117	165
Ireland and the UK	1,335	1,065
<b>Total Charitable Expenditure</b>	<b>1,796</b>	<b>1,423</b>

**Grant expenditure analysed by region:**

	31/03/23	31/03/22
	£'000	£'000
Africa	60	85
Latin America and the Caribbean	63	79
Asia and the Middle East	221	29
Europe	117	165
Ireland and the UK	705	528
<b>Total grants to partner organisations</b>	<b>1,166</b>	<b>886</b>

All grants are to organisations not individuals. The full list of grants to organisations is available on our website.

**Costs of generating funds** comprises fundraising costs including the costs of advertising, producing publications and printing and mailing fundraising material, the staff costs in these areas (based on time spent) and related costs of support services.

**Charitable expenditure** includes expenditure incurred through grants to partners and operational activities. Grants to partners are recognised as expenditure at the time of payment, since until then there is no legal or constructive obligation to make the grant.

**Allocation of support costs:**

	Basis of Allocation	31/03/23	31/03/22
		£'000	£'000
Human resources	Headcount	15	15
Information resources	Headcount	35	35
Supporter Relations	Headcount	-	-
		50	50

Governance Costs amounting to **£29k** incurred in the year to 31 March 2023 have been re-allocated across other categories of expenditure as required under Charities SORP FRS102.

	31/03/23	31/03/22
	£'000	£'000
Board expenses	1	1
Professional costs	14	26
Governance staff costs	14	14
	29	41

## 6. Staff Costs and Employee Benefits

Staff Costs and Employee Benefits	31/03/23	31/03/22
	£'000	£'000
Salaries	603	590
National Insurance Contributions	61	59
Pension contributions	48	48
	712	697

Staff Numbers	31/03/23	31/03/22
	Number	Number
<b>Average staff numbers:</b>		
Headcount	20	19
FTE (Full Time Equivalent)	17	17

Staff by Activity	31/03/23	31/03/22
	Number	Number
Generating Funds	8	8
Charitable Activities	9	9
<b>Total staff FTE</b>	17	17

The number of employees whose costs for the year fell within the following bands is:

Bands	31/03/23	31/03/22
	Number	Number
£0k - £60k	17	17

Staff costs include salaries and benefits in kind.

Christian Aid Ireland has a Pay and Benefits policy that has been agreed by its Board. The policy commits Christian Aid Ireland to fair, equitable, transparent and consistent reward arrangements which attract, motivate and retain staff. Its guiding principles apply to all people wherever they are located and provide for our reward offering to be competitive in the marketplace from which we draw our staff and recognise fair reward for fair effort. Contributions of between 3% and 10% are made by the company to the defined contribution pension scheme in relation to employees, depending on their employee contributions.

The total salary of the Chief Executive Officer, Mrs Rosamond Bennett, is £74,514 per annum. She also receives a 9% contribution to a defined contribution pension scheme, and the use of a car for Christian Aid Ireland business. This falls within the £0k-£60k band as the cost is shared 50:50 between the Republic of Ireland and Northern Ireland companies respectively.

### Key management remuneration

Key management personnel include senior management and received remuneration of £256k (2021/22: £179k) in the year. Of this amount £120k was recharged to the Republic of Ireland company.

## 7. Directors' expenses

No emoluments are paid to Directors. Directors are reimbursed for their incidental expenses in attending board, executive and other meetings. Additionally, Directors may occasionally visit Christian Aid partners and programmes overseas with costs of such trips being met by the charity.

## 8. Pension Cost

The total pension cost for the charity was £48k (2021/22: £48k). There were £10k outstanding contributions at the balance sheet date (2021/22: £8k).

## 9. Net Income

Net income is stated after the following charges:

	31/03/23	31/03/22
	£'000	£'000
<b>Auditors' remuneration</b>		
Audit fee	10	11
<b>Operating lease rentals</b>		
Buildings	29	27
Equipment	1	1
Car	5	5
Depreciation	4	2

## 10. Reconciliation of net income to net cash flow from operating activities

Reconciliation of net income to net cash flow from operating activities	31/03/23	31/03/22
	£'000	£'000
Net income for the period (as per Statement of Financial Activities)	358	432
<b>Adjustments for:</b>		
Depreciation	4	2
Dividends, interest and rents from investments	7	3
(Increase) / Decrease in debtors	(21)	25
Increase / (Decrease) in creditors	(343)	631
<b>Net cash used in operating activities</b>	<b>5</b>	<b>1,093</b>

Analysis of cash and cash equivalents	01/04/22	Change in Year	31/03/23
	£'000	£'000	£'000
Cash in bank and in hand	1,678	(19)	1,659
Notice deposits (less than 3 months)	722	3	725
<b>Net Funds</b>	<b>2,400</b>	<b>(16)</b>	<b>2,384</b>

## 11. Fixed Assets

Intangible Fixed Assets	Computer Software in development	Total 31/03/23
	£'000	£'000
<b>Cost:</b>		
Opening balance at 1 April 2022	5	5
Additions	-	-
Disposals	-	-
<b>Closing balance at 31 March 2023</b>	<b>5</b>	<b>5</b>
<b>Depreciation:</b>		
Opening balance at 1 April 2022	(3)	(3)
Depreciation in year	(2)	(2)
Disposals	-	-
<b>Closing balance at 31 March 2023</b>	<b>(5)</b>	<b>(5)</b>
Net Book Value at 31 March 2023	-	-
Net Book Value at 31 March 2022	2	2

Tangible Fixed Assets	Leasehold Improvements	Computers	Total 31/03/23
	£'000	£'000	£'000
<b>Cost:</b>			
Opening balance at 1 April 2022	26	-	26
Additions	-	15	15
<b>Closing balance at 31 March 2023</b>	<b>26</b>	<b>15</b>	<b>31</b>
<b>Depreciation:</b>			
Opening balance at 1 April 2022	(26)	-	(26)
Depreciation in year	-	(2)	(2)
<b>Closing balance at 31 March 2023</b>	<b>(26)</b>	<b>(2)</b>	<b>(28)</b>
Net Book Value at 31 March 2023	-	13	13
Net Book Value at 31 March 2022	-	-	-

## 12. Debtors

Amounts falling due within one year	31/03/23	31/03/22
	£'000	£'000
Other debtors and prepayments	265	244
Related company – Christian Aid UK (Note 20)	-	-
Related company – Christian Aid Trading (Note 20)	-	-
	<b>265</b>	<b>244</b>

### 13. Creditors

Amounts falling due within one year	31/03/23	31/03/22
	£'000	£'000
Related company – Christian Aid UK (Note 20)	294	245
Related company – Christian Aid Ireland (Note 20)	-	400
Other creditors	40	36
Payroll Taxes	29	25
	363	706

### 14. Restricted Funds

	Opening balance	Incoming resources	Outgoing expenditure	Transfers	Closing balance
	£'000	£'000	£'000	£'000	£'000
<b>Appeal Funds:</b>					
Hunger Appeal	-	1	(1)	-	-
Haiti Earthquake Appeal 2021	1	-	(1)	-	-
Afghanistan Appeal 2022	11	11	(22)	-	-
Ukraine Crisis Appeal 2022	35	55	(90)	-	-
East Africa Hunger Crisis Appeal	-	210	(210)	-	-
Turkey & Syria Earthquake Appeal	-	216	(216)	-	-
<b>Total Appeal Funds:</b>	<b>47</b>	<b>493</b>	<b>(540)</b>	<b>-</b>	<b>-</b>
<b>Other Restricted Funds:</b>					
Denominational	593	679	(413)	-	859
Other earmarked income	17	5	(2)	-	20
<b>Total Other Restricted Funds:</b>	<b>610</b>	<b>684</b>	<b>(415)</b>	<b>-</b>	<b>879</b>
<b>Total Restricted Funds</b>	<b>657</b>	<b>1177</b>	<b>(955)</b>	<b>-</b>	<b>879</b>

### 15. Unrestricted Funds

	Opening balance	Incoming resources	Expenditure	Transfers	Other gains/ (losses)	Closing balance
	£'000	£'000	£'000	£'000	£'000	£'000
Operational reserve	788	-	-	(181)	-	607
Fixed Assets	2	-	(11)	22	-	13
Other designated funds	493	-	-	307	-	800
<b>Total designated funds</b>	<b>1,283</b>	<b>-</b>	<b>(11)</b>	<b>148</b>	<b>-</b>	<b>1,420</b>
Other unrestricted funds	-	1,520	(1,373)	(148)	1	-
<b>Total unrestricted funds</b>	<b>1,283</b>	<b>1,520</b>	<b>(1,384)</b>	<b>-</b>	<b>1</b>	<b>1,420</b>

At 31 March 2023, £800k was set aside as other designated funds for project funding.

## 16. Analysis of Net Assets

Fund balances as at 31 March 2023 are represented by:	Unrestricted Funds Designated	Unrestricted Funds Other	Restricted Funds	Total
	£'000	£'000	£'000	£'000
Fixed assets	-	13	-	13
Deposits and cash at bank and in hand	800	705	879	2,384
Other current assets	-	265	-	265
Current liabilities	-	(363)	-	(363)
<b>Total net assets</b>	<b>800</b>	<b>620</b>	<b>879</b>	<b>2,299</b>

## 17. Leasing Commitments

The company has the following lease commitments:

		31/03/23	31/03/22
		£'000	£'000
Building leases	Within 1 year	28	28
Building leases	1 – 5 years	-	-
Car lease	Within 1 year	4	4
Car lease	1-5 years	-	-
Operating leases on equipment	Within 1 year	1	1
Operating leases on equipment	1 – 5 years	-	-
		<b>33</b>	<b>33</b>

## 18. Other Commitments

There have been no significant capital commitments contracted for by the company or authorised by the directors but not yet contracted for as at 31 March 2023.

## 19. Legal Status

By Article 40 of the Companies (NI) Order 1986, the company is exempt from including the word "limited" in its name. The company is limited by guarantee and has no share capital.

## 20. Related Party Transactions

Christian Aid Ireland operates on an all-Ireland basis and two companies have been registered under the name Christian Aid Ireland, one in Northern Ireland and one in the Republic of Ireland. Ten of the Board members sit on the Board of both companies and four board members are unique to each of the companies.

Christian Aid Ireland is part of the wider Christian Aid family and is a related party of Christian Aid (a company registered in the UK, company no. 517525, charity no. 1105851). Christian Aid Ireland shares the International Department of Christian Aid and receives some services, including Human Resources, Information Technology and Supporter Relations support.

Christian Aid Ireland receive a share of the profits of Christian Aid Trading Limited.

The company has the following related party transactions with:

- Christian Aid (registered in the UK as Company no. 5171525, Charity no. 1105851)
- Christian Aid Ireland (Republic of Ireland Company no. 426928)
- Christian Aid Trading Limited (registered in the UK, Company no. 01001742):

	CA UK	CAI
	£'000	£'000
<b>Opening Balance (Inter-company Creditor – Note 13 / Debtor – Note 12)</b>	<b>(245)</b>	<b>(400)</b>
<b>Transactions during the year</b>		
Income	666	418
Grants Expenditure	(540)	(18)
Other Expenditure	(175)	-
<b>Closing Balance (Inter-company Creditor – Note 13)</b>	<b>(294)</b>	<b>-</b>

Income represents Deed of gift paid to the relevant company; income from recharges of salaries; transfer of investment fund money or funding received to settle intercompany balances.

Grant expenditure to CA UK represents restricted grant to overseas partners.

Other expenditure includes reimbursement of expenses or salaries on behalf of the related company, payment of deed of gift; transfer of funding to related company or the transfer of income previously received into the incorrect company.

## 21. Ultimate Controlling Party

The members of Christian Aid Ireland are considered to be the ultimate controlling party.

**Christian Aid Ireland**

Northern Ireland - Charity number 101631

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# Annual report

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## Directors'/Trustees' Strategic Report

The Directors have pleasure in submitting their Annual Report and audited Financial Statements of the company for the year ended 31 March 2023.

### Structure, Management and Governance

#### Legal Status

Christian Aid Ireland, a Public Benefit Entity, is the development agency of the Church of Ireland, the Presbyterian Church in Ireland, the Methodist Church in Ireland, the Non-Subscribing Presbyterian Church of Ireland, the Moravian Church, the Salvation Army, the Religious Society of Friends (Quakers) and the Irish Council of Churches.

Christian Aid Ireland operates on an all-Ireland basis however two companies have been registered under the name Christian Aid Ireland.

- In **Northern Ireland**, Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number NI059154). In Northern Ireland, the company is registered with the Charity Commission of Northern Ireland (Charity Number XR94639). The financial statements are prepared in Sterling and are fully audited.
- In **the Republic of Ireland** Christian Aid Ireland is a company limited by guarantee not having a share capital (Registration Number 426928). In the Republic of Ireland, the company is registered with the Charities Regulatory Authority (Charity Number CHY6998). The financial statements are prepared in Euro and fully audited.

The two companies comply with all the legal and fiscal requirements of their own jurisdictions but operate together and produce a non-statutory report and combined accounts for the whole of Ireland to reflect this position. Both organisations are governed by their Memorandum and Articles of Association and provide for member-based organisations limited by guarantee.

#### Related Organisations

Christian Aid Ireland is part of the wider Christian Aid family and is a related party of Christian Aid (a company registered in the UK, company no. 517525, charity no. 1105851). Christian Aid Ireland shares the International Department of Christian Aid and receives some services, including Human Resources, Information Technology and Supporter Relations support.

#### Board Members and Structure

Christian Aid Ireland as discussed above operates on an all-Ireland basis under two limited companies registered under the name Christian Aid Ireland. The Trustees are also full Directors of Christian Aid Ireland for Company Law purposes.

Directors are drawn from diverse backgrounds in business, professional life and member churches. This ensures a broad range of experience and skills are brought to Board deliberations. Two categories of Directors exist: at least eight (max. 10) representatives of the member churches and up to 7 other representatives appointed by the Board of Christian Aid Ireland. There are 7 Board members in common between the Northern Ireland and Republic of Ireland companies and 6 Directors who sit only on one of the two company Boards.

New Directors are nominated by the Nominations and Board Governance Committee and appointed by the members at the Annual General Meeting. New Directors participate in an induction programme where they are introduced to the work of Christian Aid Ireland and meet individually with the executive leadership team to gain an overview of the organisation's structure and governance arrangements to enable them to fulfil their roles. Further training for appointees and all Board members is given as

and when required, or if specifically requested. Board and staff members adhere to a Code of Conduct and a Declaration of Interests is completed annually.

One quarter of the Directors retire each year by rotation.

The Board's principal responsibilities include: determining the overall strategy, policies, direction and goals of Christian Aid Ireland; protecting and promoting the identity and values of the charity; and fulfilling their statutory responsibilities. The Board delegates the day to day operation of the organisation to the CEO and the Leadership Team.

There are clear distinctions between the role of the Board and the executive leadership team. The executive leadership team is responsible for preparing policy, strategic planning budgets, financial reports and risk registers which are approved by the Board. The executive leadership team then implements the policy, plans and budgets and these are continually monitored by the Board.

No directors receive remuneration for their services to Christian Aid Ireland but are reimbursed for any incidental expenses claimed.

During the past financial year, the Board met five times, giving the members the opportunity to develop greater understanding of the organisation's objectives and performance. Three new board members participated in induction training.

There are currently three committees of the Board:

- Income, Finance, Risk and Audit Committee
- Nominations and Board Governance Committee
- International Programme Advisory Committee

#### *Income, Finance, Risk and Audit Committee (IFRA)*

The IFRA meets at least quarterly and is made up of between 3 and 8 members. Up to four members can be appointed by the Board (at least one being drawn from each of the NI and ROI Boards). The Chair is nominated by the Nominations and Board Governance Committee. The Committee has the authority to obtain specialist external advice when required or if necessary to invite someone with specialist skills onto IFRA for a specified period. The quorum is three members of the Income, Finance, Risk and Audit Committee, two of whom must be Directors. Christian Aid Ireland has one external member of IFRA who is not a member of the Board (Ms Jackie Trainor).

The IFRA operates under terms of reference and assists the Board in their responsibility in:

- ensuring that the organisation's accountability framework is fit for purpose
- examining and reviewing all systems and methods of financial control
- ensuring that adequate processes exist for the identification, analysis and management of risk
- reviewing the recommendations contained within both internal and external audits and ensuring an appropriate implementation process is in place
- ensuring the charity is complying with relevant laws, financial regulations, appropriate voluntary codes and recognised good practice.

The IFRA reviews the principles governing the pay and benefits of all employees and recommends to the Board for approval any increase in remuneration of employees including key management personnel and the Chief Executive.

The IFRA reports to the Board at each Board meeting and the minutes of their meetings are shared with the Board. The IFRA reviews the annual financial statements and detailed budget for the year, ensuring that it is in line with the strategic priorities of the organisation and recommends both for approval to the Board. Monitoring of performance against budget is done on a regular basis.

The IFRA met four times during the year.

*Nominations and Board Governance Committee (N&BG)*

The Nominations and Board Governance Committee is responsible for seeking nominations for the recruitment of new Board members. Its primary concern is to ensure that there is a strong Board in place which continues to have a mix of skills, experience, qualities and knowledge appropriate to Christian Aid Ireland's structures and the needs of its beneficiaries, so that the organisation can respond to the challenges and opportunities it faces. Christian Aid Ireland has one external member of N&P who is not a member of the Board (Ms Gillian Kingston).

The Nominations and Board Governance Committee adheres to the Terms of Reference agreed by the Board for how the Committee operates. It presents its recommendations to the Board prior to the AGM and the Board issues a slate of names for the members to vote on at the AGM, usually held in October each year.

The Nominations and Board Governance Committee met in full twice during the year.

*International Programme Advisory Committee (IPAC)*

The IPAC meets at least three times each year and is made up of between 3 and 5 members. At least two members must be members of the Board. The Chair is nominated by the Nominations and Board Governance Committee. Christian Aid Ireland has three external members of IPAC who are not members of the Board (Ed O'Donovan, Rosario Kunda & Bob Hanna).

The purpose of IPAC is to advise on the development of Christian Aid Ireland's international programme work and to monitor the impact of this work.

This Committee fulfils an advisory, governance and supporting role:

- *Advisory*: provides advice to the Head of Programmes on policy and strategy decisions affecting the fulfilment of CAI's international programme of work.
- *Governance*: oversees the implementation of CAI's programme work in line with the organisational Strategic Plan and reports on this to the Board.
- Understanding of the field work of CAI and its impact on communities in the global south through beneficiary stories of change.

In fulfilling this purpose the IPAC has the following responsibilities:

- *Monitor major organisational initiatives impacting on international programme work* - will challenge, support and contribute to any major organisational initiatives of relevance to the International Programme (such as reviews of strategy or structure).
- *Review and Approval of Policies and Strategies* - focussing on organisational learning, the IPAC will review and, where appropriate, approve: Programme Policies and Strategies (Including Safeguarding).
- *Accountability*
  - periodically review and, where relevant, make recommendations to the Programme Development Unit (PDU) to strengthen CAI's framework for impact measurement and reporting on the changes to people's lives.
  - will review and provide feedback on selected programme evaluations and major strategic evaluations and reviews conducted within CAI.
  - will review the lessons and implications of research conducted by/under the auspices of CAI.
  - will review CAI's programme progress on an annual basis against the Strategic Plan.
  - will review the narrative within the Annual Report.

The International Programme Advisory Committee met in full five times during the year.

Board and Committee attendance

Board Attendance during the year was as follows:

Name	Board	IFRA	N&BG	IPAC
Rev Dr Liz Hughes	4/5	3/4	2/2	
Dr Steve Aiken	3/5			
Mrs Hazel Baird (Resigned Nov 22)	2/2	2/2		
Dr Nicola Brady	2/5		2/2	
Ms Pauline Conway	5/5			5/5
Mr Geoffrey Corry	4/5			5/5
Rev Colin Darling	4/5			
Mr Gareth Dunlop (Resigned Nov 22)	2/2			
Mr Hal Hosford	5/5	4/4		
Ms Maeve Marnell	3/3	2/2		
Rev Uel Marrs (Resigned Nov 22)	2/2		2/2	
Rev Dr Livingstone Thompson	4/5			
Mr Graham White	5/5	4/4		
Dr Gillian Wylie (Resigned Nov 22)	2/2			3/3

## Profile of Board Members

Rev Dr Liz Hughes (Chair)	Rev Dr Liz Hughes is a retired Presbyterian Minister who continues to serve as chair of the Council for Global Mission. She worked as a missionary overseas for several years before returning to Northern Ireland, where she eventually worked as Minister of Whitehouse Presbyterian Church.
Mr Graham White (Vice-chair)	Mr Graham White is a strategic Human Resources specialist with over 25 years "hands-on" experience.
Dr Steve Aiken	Dr Steve Aiken was Leader of the Ulster Unionist Party and is an MLA for South Antrim. He spent 32 years in the Royal Navy, commanding submarines and working extensively in the Middle East. He holds a PhD and MPhil from the University of Cambridge in the field of international relations. He is a member of Kilbride Church of Ireland and lives in Ballyclare, County Antrim.
Dr Nicola Brady	Dr Nicola Brady is General Secretary of the Irish Council of Churches.
Ms Pauline Conway	Ms Pauline Conway is a former Irish diplomat, who served in the Department of Foreign Affairs and Trade from 1979 - 2009. Pauline is actively interested in climate change issues. She is a parishioner of Guardian Angels Church, Newtownpark Avenue, Blackrock, Dublin.
Mr Geoffrey Corry	Mr Geoffrey Corry is a Dublin Methodist. He started out as Youth Officer and switched careers in 1987 to become a self-employed dialogue facilitator, family mediator and mediation trainer running his own courses for over thirty years. He has direct experience of working in conflict situations in Israel/Palestine, Colombia, Haiti and West Africa.
Rev Colin Darling	Rev Colin Darling is rector of St John's Killyleagh. Colin is passionate about helping people on their journey of faith. Wherever they happen to be on that journey.
Mr Hal Hosford	Mr Hal Hosford is a chartered accountant, a member of Dun Laoghaire Methodist Church and a Trustee of the Methodist Church in Ireland.
Ms Maeve Marnell	Ms Maeve Marnell is a solicitor. Maeve founded the charity Food For Thought Africa in 2007 and remains an Executive Trustee. Maeve has been involved in the Northern Ireland Council for Integrated Education since 2016 and is an independent assessor for the Commissioner for Public Appointments NI.

Rev Dr Livingstone  
Thompson

Rev Dr Livingstone Thompson is a religion specialist and theologian. He brings a wealth of knowledge in a number of fields and experience and skills in Diversity and Inclusion training and in the management of non-governmental organisations.

## Strategy

During 2022, the Board of Christian Aid Ireland approved a new five year (2022-2026) organisational strategy titled "Stronger Together".

## Mission

Everyone is equal in the sight of God, yet we live in a world where the scandal of poverty, inequality and injustice persists. We act as a global movement of people to respond in practical ways to alleviate suffering; to expose and eradicate misuses of power; and to provide humanitarian support in crises and emergencies. We are a faith-based organisation, anchored in many church congregations and a wide network of trusted partnerships with organisations across the world who hold the same values. We bear witness, amplifying the voice of the marginalised and using our global presence to create a movement of people who passionately champion dignity, equality and justice for all.

## Vision

A world where:

- Everyone lives in dignity, free from poverty, injustice, inequality and violence.
- Global resources are shared fairly and used sustainably.
- The voices of those living in poverty and crisis are amplified so their stories are heard and their struggles championed.

## Values

Love, Dignity, Justice, Equality, and Integrity

## Identity

We are here to help end poverty, injustice, inequality and violence in some of the poorest countries across the world.

We are an international development agency founded by the Protestant churches of Britain and Ireland. Christian Aid Ireland is a separate independent entity within the wider Christian Aid family, sharing the same vision and values. Our work is based on our Christian belief that everyone is created in the image of God and deserves to live a full life.

We tackle both the symptoms and root causes of poverty and injustice, challenging the systems and structures that keep people poor, powerless, marginalised and vulnerable.

We support people of all faiths and none by working with local partners in around 30 countries in Africa, Asia, the Middle East, Latin America and Eastern Europe. Over two thirds of the countries we work in are affected by conflict.

We are a global movement of people, churches and partner organisations who passionately champion dignity, equality and justice worldwide. We are the change makers, the peacemakers, the mighty of heart.

We are a member of ACT Alliance (Action by Churches Together), the worldwide ecumenical network for emergency relief. We are also a member of the IEA (Irish Emergencies Alliance).

Where we work:

Christian Aid works globally in 27 countries in partnership with faith-based and secular partner organisations.

Christian Aid Ireland has a special focus on 23 core countries, where we concentrate our efforts and resources to best effect.

Our focus countries are:

- Africa: Burkina Faso, Burundi, Democratic Republic of Congo (DRC), Ethiopia, Kenya, Malawi, Sierra Leone, South Sudan, Zimbabwe and Nigeria.
- Asia, Middle East: Afghanistan, Bangladesh, Syria, Lebanon, Israel and the Occupied Palestinian Territory (IoPt), Myanmar.
- Latin America and the Caribbean: Colombia, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras
- Europe: Ukraine

## How we work

### *Working through partnership:*

People living in poverty are the real experts on their situation. They should have the power to shape their future and fulfil their human rights. That is why we work with local organisations or partners that have a unique insight into the problems faced by their communities. Together we develop projects tailored to meet the needs of communities, which differ across locations and contexts.

We work to ensure that people living in poverty, especially women and excluded groups, can participate in decision-making, holding those in power to account. Working through partner organisations also means that we can provide support as soon as emergencies happen and ensure that a locally-led response is sustained both during and after a crisis.

### How we engage and communicate with stakeholders

Christian Aid Ireland communicates regularly with our supporters about how their generous donations are put to use to tackle poverty and injustice. Our website, christianaid.ie, alongside our main social media channels, Facebook, Twitter and Instagram, are the primary ways in which we share regular updates. We produce two 16-page magazines a year in May and October, with feature articles about our overseas work. Church and community initiatives across the Republic of Ireland and Northern Ireland include regular outreach and information events to facilitate face-to-face engagement and exchange with our valued supporters.

### How we engage with staff: remuneration policy

HR is provided under a shared service agreement from the London office and to date our remuneration policy follows their written policy.

Salaries are set within a policy that reflects the values and ethos of the organisation, benchmarking against other comparable charities and church organisations at a level that is just below or at the median of these comparators.

The basic principle for determining salaries is that employees carrying out the same or similar jobs in the same location are paid the same or similar salary. Salaries differ where jobs are of a different size, complexity, responsibility and accountability.

Tackling global poverty and social injustice is highly complex and we value the contribution that each individual employee makes to our organisation's success. Our approach to reward is guided by the following principles which are applied equally to all our staff wherever they are located and whatever their position:

- We will provide a total reward package which recognises contribution to the achievement of our aims.
- Our reward offering will be competitive in the marketplace from which we draw the people we need.
- The reward decisions we make will be consistent and based on objective assessment of our organisational needs.
- Wherever we can we will offer flexibility and choice so that individuals can achieve what is most relevant and has most value to them.
- We will make arrangements which comply fully with relevant legislation wherever we are operating.

Christian Aid Ireland monitors any changes to policy or uplifts applied by Christian Aid and decides whether the changes are applicable, relevant and appropriate to each of the jurisdictions in which we

operate (namely Northern Ireland and Republic of Ireland). Pay uplifts are discussed and reviewed by the Income, Finance, Risk and Audit committee (IFRA) and approved by the Board.

Commitment to best practice in Corporate Governance

Christian Aid Ireland is committed to the standards contained within the Irish Development NGOs Code of Corporate Governance as developed by Dóchas. The aim of the code is to determine and formulate standards of best practice in corporate governance applicable to the Development NGO sector with a view to strengthening the impact and quality of Development NGO work and enhancing stakeholder confidence in the sector.

Christian Aid Ireland believes that it is compliant with the Charities Governance Code as required by the Charities Regulator. Reporting on compliance was required by January 2021. This code has replaced the Dóchas code referred to above.

Objectives

Christian Aid Ireland believes in tackling the root causes of poverty, not just the symptoms. We believe the world can and must be changed so that there is equality, dignity and freedom for all. We are driven to make this change happen and to inspire others to help make it happen.

Poverty, power, prophetic voice and partnership are the four core pillars of our understanding of how to address and eradicate poverty.

**Our organisational strategy to help us achieve these four pillars is based around these 4 statements of strategic intent:**

**Building a movement across Ireland:**

Amplifying the voices of those living in poverty and crisis in the countries we work in, we will mobilise individuals, churches, coalitions and other organisations to work with us for the world we want to see.

**Building peaceful just and inclusive societies:**

We will work in solidarity with our partners to address the root causes and symptoms of poverty and meet the needs of marginalised people and communities in crises and conflict. We will bring together our life-saving humanitarian work, longer term development programmes and peacebuilding efforts to better support people living in crisis situations.

**Demanding gender equality and supporting people who face discrimination:**

We will work in solidarity with our partners to challenge injustice so that everyone, especially women and girls and those discriminated against because of their identity, can live a full life.

**Tackling the root causes of injustice:**

We will identify, challenge and change the systems and structures that keep people in poverty, tackling imbalances in power and ensuring the world's resources are shared fairly and sustainably.

Our corporate priorities are:

**Corporate Priority 1. Increase institutional income:** We seek to grow and diversify our income sources and manage our costs effectively. We also commit to influencing donors to provide flexible funding to locally-led humanitarian, development and peacebuilding initiatives.

**Corporate Priority 2. Increase non institutional income:** We have seen a decline in unrestricted income over the last few years in particular areas such as Christian Aid Week house to house collections. We commit to growing our income and inspiring donors to give generously, from

individual supporters to trusts, churches and institutions to ensure our vision of the world we want to see is funded both now and in the future.

**Corporate Priority 3. Organisational operational excellence:** we commit to Christian Aid Ireland being a positive place to work for and with. This includes: Being a diverse, welcoming, inclusive and safe space to work regardless of race, ethnicity, faith, disability, social background or sexual orientation; Ensuring our values of love, dignity, justice, equality and integrity are lived out through all aspects of our work; Being accountable to our donors, supporters and the communities we work with by managing our resources, delivering our work effectively and efficiently and minimising our footprint on this fragile earth; Committing to our own learning and development; Monitoring our work.

**Corporate Priority 4. Deliver impact in our programmes:** In line with our organisational strategy we will:

*Deliver quality programmes focused on; building peaceful, just and inclusive societies by providing life-saving emergency support, meaningfully involving women, youth and marginalised people in peacebuilding & conflict prevention processes and supporting people to demand their basic rights and promoting human rights; demanding gender equality and supporting people who face discrimination by partnering with feminist and minority-led organisations to bring about gender equality, promoting and protecting the efforts of our partners, human rights defenders and activists to bring an end to discrimination, strengthen the protection of vulnerable groups, using our expertise to support and strengthen partners to reduce and respond to violence against women, girls and other at-risk groups and striving to 'Leave No One Behind'*

*Deepen our commitment to working in partnership by: championing the wishes and preferences of the people we work with and shifting power to local communities; deepening our understanding of how our power shapes our partnerships; learning from the expertise of local partner organisations and the first hand experiences of the communities we work with; providing more sustained financial support to our local partner organisations.*

**Corporate Priority 5. Build a movement across Ireland:** We will do this by; deepening and nurturing our relationships with churches and congregations to expose the issues of injustice and inequality and to understand the depth and complexity of these issues and how we can respond as Christians; encouraging individuals, churches, schools and groups to speak up for justice and influence change; galvanising volunteers to give their time and talents to grow support and invite people to pray with us; moving people to pray and act in solidarity with those living in poverty connecting us as global neighbours; deepening public awareness and understanding of our unequal world by faithfully telling the stories of those living in poverty and crisis and helping supporters explore how they can act as global citizens to build a better world.

**Corporate Priority 6. Tackle the root causes of injustice:** We will do this by: Building alliances to shift government policy in Ireland and globally; informing and challenging political leaders to take action, advocating for changes in laws and policies at governmental, EU and UN levels and holding those in power to account; demanding a more just economic system where power and resources are shifted from a small number of extraordinarily wealthy countries to individuals and communities that have been excluded; pushing for fairer global rules in tax, finance and corporate accountability; demanding fairer climate action ensuring wealthy, high-emitting countries step up and deliver their fair share of the global effort needed; producing timely, thorough and impactful research and analysis working with local partner organisations to highlight injustice, isolate its causes and raise awareness of the action needed to end it.

#### Corporate Priority 1: Increase institutional income

As we seek to grow and diversify our income sources, we have made a number of funding submissions over the course of the year. The submissions have either been directly from CAI or as part of a submission from the wider CA family. An overview of the direct submissions are as follows:

- UN Peacebuilding Fund **Sierra Leone**, \$1.9 million, on youth participation and election violence
- UN Peacebuilding Fund **Burundi**, \$1.9 million, on women, peace and security (WPS) focused on displaced and returnee women
- UN Peacebuilding Fund **Colombia**, \$1.5 million, focus on youth, peace and security (YPS) addressing climate and conflict challenges
- EU EIDHR application for **Zimbabwe**, to support youth civil society
- Irish Aid granted an additional €215K for our **Horn of Africa** response. This was programmed as an extension to the ERFS in northern **Kenya**
- USAID **Haiti/Dominican Republic**, \$1.33 million USD, "Promoting Exchange and Awareness through Community Engagement in Dominican Republic and Haiti (PEACE PROJECT DR/HT)". This submission was successful and will proceed through CA
- EU proposal for **El Salvador** - Strengthening Youth and Environmental Defenders for Democracy in El Salvador (FortES) - was accepted, €1.3m for 36 months through CA
- Full EU proposals for **Nigeria** "Partnership for Peace and Religious Tolerance in Kaduna State, Nigeria (Kaduna Peace Project)" (€750K for 36 months) and **Honduras** - "Raitkinani (My Rights) - supporting indigenous community and HRDs" - (Accepted €1,530K for 36 months through CA)
- **Honduras** proposal - "Addressing Resource induced Conflict through indigenous women and youth in Honduras (ARC PROJECT)", \$1.3million USD – through CA
- ECHO bids for **Myanmar, Syria, Nigeria and Bangladesh**
- USAID **Nigeria** (\$750K) – Enhancing Youth Participation in Peacebuilding Initiatives in Kaduna State, Northwest Nigeria

We have been successful in our application for ECHO accreditation which means that CAI will take the lead on all ECHO projects on behalf of the CA family.

#### Corporate Priority 2: Increase non institutional income

We recognise that a large percentage of our public income is generated by and through churches and individuals who are part of a worshipping community. An analysis of our total income in the past ten years showed relative stability but also the need to put in place a growth strategy, prioritising the channels of regular giving, legacies and major gifts, while continuing to work closely with our core church partnerships and events programmes particularly in the areas of regular giving and legacy gifts.

Christian Aid Ireland's public fundraising comes from a mix of audiences including churches, trusts, individual direct mail donations, regular gifts, legacies, a shop and some major donor relationships. We value our major annual public fundraising event, Christian Aid Week but also recognise the challenges faced by those who lead the house to house collection in Northern Ireland. We continue to work on developing our case for support.

We are grateful for the generous support of our small portfolio of trusts and foundations in Ireland who have enabled us to support a variety of programmes.

We have been incredibly encouraged by the generosity of our denominational partners in recent times. In October, PCI sent us another £25,000 for the World Development Appeal and £191,520 for our **Ukraine** appeal. Bishops Appeal sent us €33,760 for Ukraine, €20,000 for East Africa and €13,292 for a project in **Ethiopia**.

We have started a Value Exchange 'lead generation' campaign using Facebook and the offer of a prayer journal. We have generated almost 1,000 'leads' and calls have started to arrange delivery of

the product and share about CA's work. It is too early to tell how successful the calls will be at motivating giving.

We launched emergency appeals in respect of the **Horn of Africa** famine and the **Turkey/Syria** earthquake.

Corporate Priority 3: Organisational operational excellence

We want to ensure that our staff have the right skills and abilities to deliver our priorities and that those staff can develop and flourish. We also want to ensure that our staff, partners, and volunteers are treated fairly, respectfully and with dignity.

Some Christian Aid Ireland staff continue to work from home and adapt to a different way of working. We continue to provide support where necessary in order to make this change as straight forward as possible.

We continued to ensure that processes and controls were in place within the charity, to ensure we conducted our work in an open, transparent and accountable manner to effectively manage and control the organisation, meeting all governance requirements. The Board met regularly, has diverse members, with good skills and mix of gender, has induction procedures in place and is well attended. Further details are outlined in the *Structure Management and Governance* section above. A number of policies were either reviewed or introduced over the course of the year.

A 3-year programme of head office Internal Audits is in place.

Christian Aid Ireland monitors and complies with legislation, standards and codes which are developed for the sector in Ireland. Christian Aid Ireland subscribes to and is compliant with the following standards:

- The Charities Act 2009
- Dóchas Code of Corporate Governance
- Dóchas Code of Conduct on Images and Messaging
- The Lobbying Act 2015
- The Charities Governance Code

The Board of Christian Aid Ireland have chosen to complete the self-assessment checklist on the Charities Governance code as issued by the Charities Regulator instead of the Dóchas Self-Assessment checklist. The Board believes that we are compliant with this code.

The Board aim to ensure the following six principles of charity governance are applied:

- advancing its charitable purpose
- behaving with integrity
- leading people
- exercising control
- working effectively and
- being accountable and transparent

There were no political contributions in the year ended 31 March 2023, and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). We have made all returns and submissions required by the Act.

We continue to monitor costs and try to ensure value for money in all our procurements. Regular financial monitoring takes place at Income, Finance, Risk and Audit Committee and Board meetings. Annual budget and 3-year projections are prepared to ensure financial infrastructure is in place to guide decision-making.

#### Financial Review

The financial statements for Christian Aid Ireland are set out on page 39 to 53.

A detailed commentary on the principal sources of funding and the financial results for the year ended 31 March 2023 is set out below.

#### Income

Income	31/03/23	31/03/22
	£'000	£'000
Income	2,697	2,316

During the year, the charity raised **£2,697k** (2021/22: £2,316k) which reflects the continued commitment of Christian Aid Ireland's very generous supporters and sponsoring churches to meeting the needs of poor communities throughout the world. The principal funding sources are outlined below:

#### Donations

This includes Christian Aid week, Regular Gifts, Church Partnerships, General Donations, and Denominational appeals. Gift Aid on donations enabled Christian Aid Ireland to reclaim £124k on donations during the 2022/23 financial year.

Donations	31/03/23	31/03/22
	£'000	£'000
Christian Aid Week	407	424
Regular Gifts	405	291
Church/Denominational	824	332
General Donations	341	442
Emergency Appeals	493	311
<b>Income</b>	<b>2,470</b>	<b>1,800</b>

#### Christian Aid Week

We are working with our volunteer organisers and collectors to explore and diversify the annual house to house collection. Changing demographics and an increasingly cashless society requires us to be innovative in our approach to the Christian Aid Week appeal. Building on the integrity and commitment of our collectors, also offering different ways to engage the general public will offer opportunities to support our volunteers and increase public giving.

A wide range of activities take place during Christian Aid Week including our red envelope house to house collections, public street collections, coffee mornings, church collections and the Big Brekkie campaign. The amount raised for Christian Aid Week was £407k down £17k (4%) on last year. There was a general decline in house to house collections during 2022/23 which reflected the challenges experienced with public fundraising across the sector.

#### Regular Gifts

Regular gifts are payments made by generous and committed individuals on a monthly, quarterly or annual basis by direct debit or standing order. These donations are most important as they provide a

source of predictable income and allow us to plan for future work. This raised £405k in the financial year (2021/22: £291k), an increase of €114k (40%) which reflected our focus on regular giving as a key area for future growth in our fundraising strategy.

#### *Church Partnerships and Denominational Income*

The churches continue to support us generously in our emergency and long-term development work. Income from Church Partnerships/Denominational Income was £824k (2021/22: £332k).

The main Denominational/Church income received during the year came from the Presbyterian Church in Ireland (PCI), Church of Ireland Bishops' Appeal (CIBA), the Methodist Church in Ireland (MCI) and the Religious Society of Friends (Quakers). Church Income also includes funding received from Christmas, Harvest and Easter/Lent appeals, speaking engagements, Church visits and the Black Santa appeal.

#### *General Donations*

General donations are those donations received from general cash appeals, challenge events, community events, trusts & foundations and unsolicited income. Further details of these are noted in the Fundraising section of the Annual Report.

Income from general donations totalled £341k (2021/22: £442k).

#### *Emergency Appeals*

Emergency Appeals	31/03/23	31/03/22
	£'000	£'000
<b>Humanitarian Appeals:</b>		
Syria Crisis Appeal	-	1
Coronavirus/Covid-19 Appeal	-	14
Lebanon Crisis Appeal	-	2
Hunger Appeal	1	60
Haiti Earthquake Appeal 2021	-	23
Afghanistan Appeal 2022	11	89
Ukraine Crisis Appeal 2022	55	122
East Africa Hunger Crisis Appeal	210	-
Turkey & Syria Earthquake Appeal	216	-
<b>Emergency Appeals</b>	<b>493</b>	<b>311</b>

Emergency Appeals income fluctuates from year to year depending on the scale of disasters across the world. In the 2022/23 financial year, two new humanitarian appeals were launched.

Christian Aid Ireland supporters donated significantly to our appeals during the 2022/23 year raising £493k (2021/22: £311k). This funding comes from the public, church denominations and trusts and foundations.

#### *Legacies*

Legacies	31/03/23	31/03/22
	£'000	£'000
Legacies	192	488

We continue to receive donations from the legacies of exceptionally generous individuals, who remembered the work of Christian Aid Ireland with the world's poorest people in their wills. These individuals contributed £192k to income during the year (2021/22: £488k). This is another key area we hope to develop as outlined in our fundraising strategy.

## Other

Other Charitable Activities	31/03/23	31/03/22
	£'000	£'000
Other Trading Activities	28	25
Investments Income	7	3
Other Income	35	28

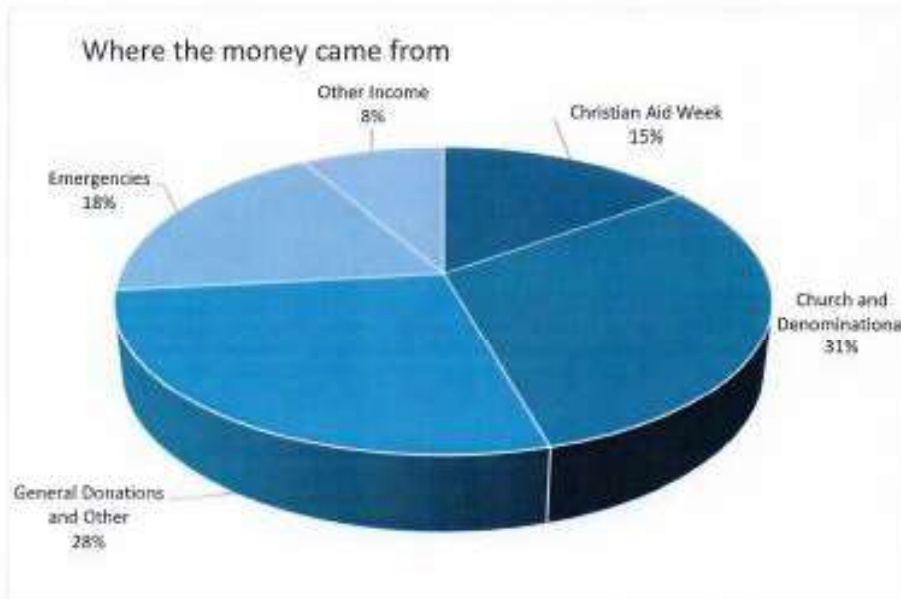
### Other Trading Activities

The trading income refers to the operation of our charity shop in Garvagh, Co. Londonderry. The income received from the shop amounted to £28k (2021/22: £25k).

### Investment Policy and income

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year. The income from short term investments for the year was £7k (2021/22: £3k).

### Where the money came from



## Expenditure

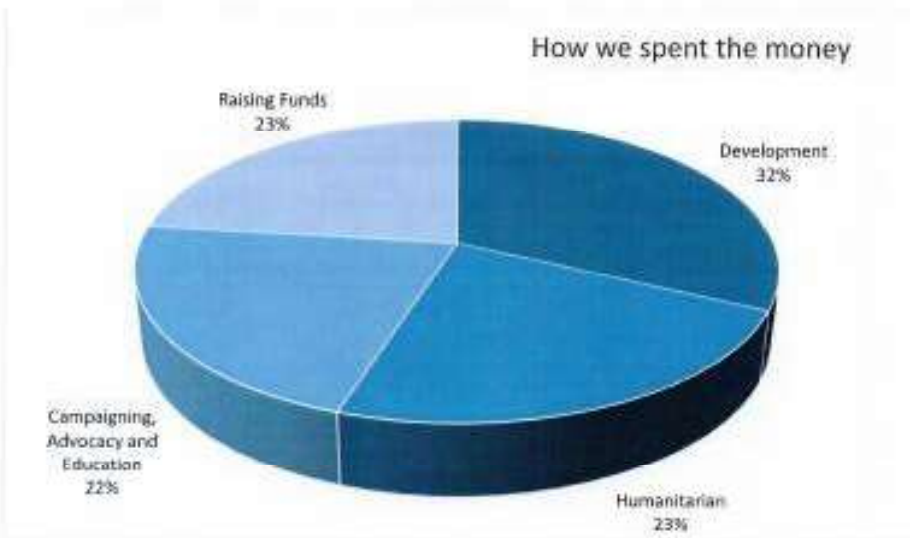
We spent a total of **£2,339k** (2021/22: £1,884k) during the year.

£1,796k (77%) was spent between our charitable activities as follows: Development £746k (32%); Humanitarian work £540k (23%) and Campaigning, Advocacy and Education £510k (22%).

We invested £543k (23%) in raising funds. For every £1 we spent on fundraising this year we raised £4.97 to further our work.

A key part of our work in development and emergencies is our work through partner organisations. These partnerships are funded by means of grants. To ensure that these partnerships are working effectively Christian Aid Ireland staff spend time working with partners to develop the most effective projects and programmes to be delivered, to increase the partners' capacity to deliver the programmes efficiently and effectively, and to monitor and evaluate and report on the work the partners have performed on our behalf. An analysis of where we spent our charitable funds is provided below.

## How we spent the money



## Reserves

The total reserves of **£2,299k** as at 31 March 2023 fall into two categories:

### Restricted Funds

Restricted funds are generated when the donor stipulates how a donation may be spent. In many cases there will be a time lag between when such funds are received and when they are spent. With emergency appeals there may be a need for immediate relief work, followed by longer term activities to rebuild people's lives and livelihoods, in line with the appeal request. This may result in appeal monies being spent over several years.

At 31 March 2023, we held **£879k** (2021/22: £657k) in restricted funds, mainly relating to denominational income.

Restricted funds balances as at 31 March 2023 are detailed in Note 14 of the Financial Statements.

### Unrestricted Funds

Unrestricted funds are generated when the donor does not stipulate how the income may be spent. Within certain operating needs, the charity's policy is to ensure that such funds are spent as soon as possible, while guaranteeing that these resources are used effectively.

Unrestricted funds include designated funds where the Directors have set aside money for a specific purpose. It is the policy of Christian Aid Ireland to hold a minimal operational reserve to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at any time. The level of this reserve is based upon the Directors' assessment of the likelihood of such financial contingencies and the impact they might have. In practical terms, the Directors have required that the organisation hold between 10 and 25 weeks of unrestricted spend as reserves.

At 31 March 2023, the unrestricted reserves were **£1,420k** (2021/22: £1,283k), of which £800k were set aside as other designated funds for project funding, and the operational reserve of £607k (representing 23 weeks of unrestricted spend). These are unprecedented times, and this level of reserve is deemed necessary due to the uncertain nature of the impact from cost of living crisis on Christian Aid Ireland's unrestricted income. Unrestricted funds movements and balances as at 31 March 2023 are detailed in Note 15 of the Financial Statements.

Corporate Priority 4: Deliver impact in our programmes

A draft Programme Strategy has been developed and shared with the Board.

Our Head of Peacebuilding and Conflict Prevention spoke at Iveagh House with the DFA and OECD Development Assistance Committee (DAC) around CAI's work, contributions and strategies on towards (soft law) OECD Recommendation on Enabling Civil Society in Development Co-operation and Humanitarian Assistance.

Under PGII we are leading on multi-country research "State of Play: How are local organisations advocating for change under autocratic and repressive governments?" Looking at strategies used by CSOs to influence change in contexts where civil society space is closed or repressed.

Ongoing support is being provided to **Afghanistan** in the design of their new country strategy, reflecting the changing operational environment after the Taliban takeover.

Head of Peacebuilding and Conflict Prevention travelled to **Dominican Republic** in November to support the inception of the cross border USAID project (Promoting Exchange and Awareness through Community Engagement in Dominican Republic and Haiti), and the LAC regional peacebuilding team's annual review.

The team co-hosted a CA-wide Community of Practice on Large Distributions in Humanitarian, focused on conflict sensitivity and integrating conflict prevention into resilience.

Head of Peacebuilding and Conflict Prevention attended the Directors meeting of EPLO, and had meetings with senior EU officials on the direction of travel on peacebuilding.

We held a panel on Climate and Conflict - Out of the Frying Pan and into the Fire, as part of One World Week.

We published an article on the "unpacking the pillar of peace in the triple nexus" in the Development in Practice Journal.

Corporate Priority 5: Building a movement across Ireland

We are continually grateful for the consistent support we receive from our sponsoring churches – financially, prayerfully and in education of important development issues.

We held our supporter conferences on the 4th March with a mixture of in-person and online events. We had 75 organisers and reps 'in the room' in Hillsborough with a further 10 people from NI online, and then we also had 20 online in ROI. Feedback has been very positive so far, with people enjoying the keynote address from our Chief Executive, the various seminars we had and finding out more about the Christian Aid Week focus and stories for 2023.

We have put in applications to be present at a few Christian conferences over the summer – New Wine, New Horizon and Bangor Worldwide. This is part of our strategy of being intentional about building relationships with individual Christians.

We are working hard to plan the PCI World Development Appeal content gathering trip to Sierra Leone which is taking place in April. One of our projects will be the 'lead' for the PCI World Development Appeal 2023/24.

We are preparing to begin the Global Citizenship Education programme that has been funded as part of the wider Irish Aid grant. One aspect of this is to join the Irish Development Education Association (IDEA) and undertake a process of self-assessment in order to ensure we can meet their code of best practice for development education.

We ran 'The Talking Climate Justice Tour' events in 3 locations in NI through the autumn using warm churches to partner with.

We recorded an interview with staff in Burundi to update Cork, Cloyne and Ross diocesan Synod on their partnership project through Bishops' Appeal.

We managed to achieve over 50 mentions in the press during COP27. This includes eight Irish Times mentions.

Our Christmas solidarity action this year involved supporters hanging bags of frankincense on their Christmas tree to raise awareness of the drought induced hunger crisis in the Horn of Africa. In total 10 supporters were involved in the action, which achieved coverage in around 25 local publications.

There was over a dozen pieces of coverage in national outlets of Christian Aid's annual report looking at the financial cost of climate breakdown. This included a lead story on the front page of the Irish Examiner.

The Athletic featured an extensive piece on the Cerrejon mine, covering its impact on communities surrounding the mine (of which prominent Liverpool FC player Luis Diaz is from). The article drew on some of Christian Aid's work to hold the mine and ESB to account.

The Currency mentioned Christian Aid Ireland's attendance at a meeting organised by a European Parliament delegation who were visiting Ireland to find out more about the role that Ireland plays in tax avoidance and how it can be changed.

Corporate Priority 6: Tackle the root causes of injustice

The policy and advocacy team built on our work and previous campaigning during 2022-23, focused on our two core priorities of economic justice and climate justice.

Our Head of Policy & Advocacy travelled to the UN in Geneva to present CAI research on **tax avoidance** and the impact it has on poorer developing countries. In response to CAI's input, the UN Committee issued formal recommendations to Ireland re tax avoidance for the first time.

CAI was represented at the **COP27 climate summit** in Egypt in November. We had a really significant win, finally getting agreement on so-called 'Loss & Damage' funding to support communities most impacted by climate change, something CAI has prominently campaigned on for years. CAI presented research on this issue in two formal Dáil parliamentary hearings, both pre- and post-COP.

We produced new analysis showing that for the first time in several years, Ireland's **climate** finance contributions had fallen. This is money pledged to help developing countries deal with climate change impacts. We raised this with parliamentarians, Government and the DFA, and also attended the DFA's annual Civil Society Forum on this and related issues.

In November, we organised a visit from Sisma Mujer, one of Colombia's leading **women's rights** organisations and a long-time CAI partner to present in the Oireachtas, DFA, and in Trinity College regarding peacebuilding and women's rights.

As part of ongoing work on a proposed new EU law to clean up **human rights** abuses in global supply chains, CAI has been regularly meeting the Irish Government and MEPs to advocate for improvements. The draft law is currently going through a series of important votes in the European Parliament, and through our ICBHR we have increased Irish MEP support.

As part of our **Business & Human Rights** campaigning domestically, we have been providing detailed feedback on the text of an equivalent national supply chain law drafted by opposition political parties.

Working with colleagues in London, CA has started a new, four-year partnership with the Global Legal Action Network (GLAN), finalised in February. GLAN bring extensive legal expertise and have already supported CAI on key work including our Cerrejón mine complaint and UN **tax avoidance** research.

We are grateful to the Irish Methodist church for providing us with funding in order to further our Policy & Advocacy work.

Looking to the future

In 2022/23 we were successful in securing a new five year funding programme from Irish Aid and we will be concentrating on implementing this in the coming year and beyond.

The following will be our key areas of focus over the coming year(s).

Corporate Priority 1. Increase institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Develop processes, structures and protocols to support the growth of CAI's institutional funding in close cooperation with the global Programme Funding Division (PFD)
- Develop CAI specific fundraising strategy that covers all thematic areas, maps donors and opportunities and links to unrestricted fundraising plans
- Institutional donor proposal development and submission on: peacebuilding & conflict prevention, governance & human rights, gender equality, triple nexus and humanitarian response
- Diversify donor base through ensuring programme quality and enhancing visibility and profile
- Enhance CAI's visibility, profile and donor engagement with key institutional donors in particular the European Commission and DG ECHO
- Engage bilateral donors on new peacebuilding strategy
- Ensure high quality management of humanitarian appeals including through Irish Emergency Alliance
- Ensure strategic use of humanitarian appeal funds and rapid response funds (ACS) to respond to needs and maximise opportunities to leverage further resources

Corporate Priority 2. Increase non institutional income

In order to increase and diversify our institutional income over the coming year and beyond, we will aim to undertake and focus on the following:

- Work with CA to be quicker to market using emergencies as a tool to engage new supporters
- Use our 'go to' status for emergencies to attract both appeal asks and regular donor asks
- Leverage CA's brand campaigns to deepen public awareness
- Connect with large groups of people who identify as Christians but do not attend church regularly
- Develop an event that can be replicated and used for recruitment of regular donors
- Continue upgrading and conversion activities and intentionally reactivate those who are lapsed or are close to lapsing
- Initiate work with trusts and foundations to target 2 donors on peacebuilding and conflict prevention
- Identify relevant and interesting partnerships with local businesses/influencers to help promote Christian Aid Week 2023
- Explore the use of cost effective digital platforms
- Work with digital to develop E-envelope
- Further develop our legacy offering aligning with the new CA legacy campaign as well as running our harvest campaign focused on legacies
- Improve our regular donor ask in churches
- Develop and implement paid and organic social media strategy
- Develop and implement email strategy
- Increase email marketing lists

#### Corporate Priority 3. Organisational operational excellence

In order to ensure that we maintain and build upon operational excellence, we will aim to undertake and focus on the following:

- Team structures are amended to deliver better ways of working
- Develop Equality Dignity and Inclusion policy
- Complete Donor reporting and regulatory returns

#### Corporate Priority 4. Deliver impact in our programmes

In order to ensure that we maintain and build upon our programmatic operational excellence, we will aim to undertake and focus on the following:

- Ensure continued focus on the quality of programmes to ensure maximum impact
- Make maximum use of opportunities for learning and innovation afforded by funding to develop new approaches e.g. on HDP nexus, localisation and accountability
- Use Programme Quality to fund research into priority areas to support improved programming and greater impact and programme quality
- Ensure that current and new programmes deliver impact and build our capacity to develop and manage large humanitarian programmes
- Make the best use of thematic expertise within CAI's programme team to support design and implementation of programmes to deliver maximum impact e.g. GESI, governance & human rights, humanitarian, peacebuilding & conflict prevention and programme performance
- Improve the integration of conflict prevention in Humanitarian Programme Plan

#### Corporate Priority 5. Build a movement across Ireland

We will aim to undertake and focus on the following:

- Develop an interactive exhibition stand that can be taken to conferences and events to profile our work
- Attend Christian conferences and events and seek to develop opportunities to profile CAI's work at these specifically targeting New Wine, New Horizons and Bangor Worldwide
- Attend strategic church gatherings such as diocesan synods, COI general synod, PCI assembly and MCI conference
- Meet with senior leaders of denominations new to CAI to actively seek to build new relationships
- Develop a theological and biblical rationale for our work and publish the document to communicate clearly who we are and what we do
- Be increasingly strategic in our engagement of gatekeepers in the Christian world to build reputation and engage with individual Christians
- Develop and run interactive and participatory global citizenship education workshops with focused groups of key multipliers
- Mentor and support key multipliers and influencers who will educate and inspire others to take informed action
- Produce regular briefings for church leaders on global justice issues and interactive participatory seminars for church network conferences
- Coordinate innovative online conferences connecting Irish public with overseas staff and partners
- Run annual supporter conferences enabling supporters to critically explore global justice issues
- Prioritise externally focused opportunities that can reach the widest audience
- Collecting/sharing stories of supporters and people we support suitable for social media, website & media

Corporate Priority 6. Tackle the root causes of injustice

We will aim to undertake and focus on the following:

#### Economic justice

- UN tax case: advocacy and campaigning linked to successful UNCRC outcomes including call for a new Government 'Spillover Analysis' of tax impact on developing countries
- ICESCR review: research, draft and submit evidence as part of the International Covenant on Economic, Social and Cultural Rights review of Ireland, Jan 2024 focussing on core CAI economic justice asks
- Supply chain law: advocate for ambitious, effective new IRL and EU laws requiring human rights and environmental due diligence checks along company supply chains; advocacy to MEPs and IRL government to support and improve draft EU directive
- ICBHR: strengthen CAI's leadership role within the Irish Coalition for Business and Human Rights, grow membership and financial stability
- Global tax justice: continued advocacy on Abbott's 'Single Malt' tax avoidance structure, OECD deal and support for UN tax body
- Coalition 2030: contribute to the Irish SDG Alliance review of Ireland's progress on meeting its SDG targets, both at IRL and UN levels

#### Climate justice

- Domestic policy: ongoing advocacy to ensure that Ireland's carbon budgets and annual Climate Action Plan are consistent with the Paris Agreement and falling national emissions
- Climate finance: yearly assessment of Irish climate finance contributions (adaptation, mitigation) and advocacy towards Irish Government to hit UN & fair share targets
- Loss & Damage: research, draft and publish new CAI report on L&D following 'The Cost of Inaction' as well as PPC paper on L&D funding
- COP28: attendance, advocacy and media work in UAE Nov 23

#### Country-specific

- Cerrejón mine: progress formal OECD human rights complaint regarding the mine's impact, in partnership with CAJAR, CINEP, AIDA & GLAN including mediation between communities & ESB
- Colombia partner visit: delegation of indigenous leaders & CINEP to London and Dublin to meet politicians, DFA and media Oct 2023
- IOPT: coalition building and campaigning with Irish civil society partners, building on success of Occupied Territories Bill (18-20) and Annexation Motion (21) to advocate accountability and action in response to violations of international law
- VR installation: Bring Israeli partner B'tselem to Dublin/Belfast to exhibit their VR installation and 'bring' Irish politicians, journalists and public to the West Bank virtually

#### Peacebuilding and conflict prevention

- Ongoing political advocacy tackling militarisation and crises
- Climate and conflict policy paper underway working with PPC and partner in East Africa

#### Principal risks and uncertainties

Christian Aid Ireland has established a risk management strategy which documents our approach to risk management and sets the direction for this work. Appropriate systems and procedures are in place to manage these risks and provide reasonable but not absolute assurance against occurrence.

Everyone in the organisation has a role to play in risk management.

The executive leadership team identifies the major strategic, business and operational risks that the charity is exposed to; and to assess the likelihood of such risks occurring and the level of impact they would have. The leadership team continually reviews and manages the identified risks and reports regularly to Income, Finance, Risk and Audit Committee (IFRA) through the risk register. The risk register gives a detailed list of all the organisation's risks, the level of the risk and the risk owner who is responsible for monitoring each risk. The leadership team is supported by staff in the identification and management of operational risks and implement actions as instructed.

The Internal audit function provides advice and guidance on the management of risk relating to the design, implementation and operation of systems of internal control.

The Income, Finance, Risk and Audit Committee (IFRA) ensures that the executive leadership team has an effective risk management process in place and reviews the risk register to ensure they are satisfied that all corporate risks are included. It also monitors the progress on the management of corporate risks and provides regular updates to the Board.

The Board approves the Risk Management Strategy and the organisation's risk appetite; it approves the Risk Register on an annual basis and monitors progress of corporate risks throughout the year.

The main risks identified together with the actions to mitigate the risks are summarised below.

#### Financial Stability

##### Risks

The principal financial risks relate to the economic environment; changes in donor expectations and our ability to respond and the diversification of funding both in donor base and between restricted and unrestricted funding in our fundraising strategy.

The fundraising environment remains very challenging with a combination of increased competition for public funds, globally competitive calls for funding and pressure on Government finances. Populism and nationalism reduce the space for policy and advocacy work. Failure to maintain a diversified income base means there is a risk of becoming over-reliant on one institutional funder. In turn, new Donors may bring new and more stringent requirements. Changes in the economy at home and perceptions of wealth of middle income countries can distort people's view of the reality for many people living in those countries and can impact their propensity to give.

##### Mitigating actions

To reduce the risk of significant fluctuations in income or failure to achieve the necessary level of income to protect our programmes a comprehensive fundraising strategy has been approved by the Christian Aid Ireland Board. This strategy adopts a more targeted approach to fundraising, focusing on a smaller number of key areas such as individual giving, mid to high level donors and legacies.

A *From Violence to Peace* fundraising strategy has been developed for Irish funding which targets six specific institutional donors.

We regularly review financial information, adjust budget and review expenditure to reflect expected levels of income and have a reserves policy in place. We ensure expenditure is minimised by ensuring processes and procedures are in place to ensure we achieve value for money on all expenditure.

We have a Public Engagement Strategy in place and perform advocacy work on protecting the international budget including exploring lost income from tax schemes.

We will continue to build on our good relationships with institutional and business donors and harness the commitment of our supporters and stakeholders to ending poverty. We have regular meetings with our major institutional donors and have a Programmes team to develop proposals and to manage grants received. There is a dedicated finance resource for restricted funds. We review our funding strategy and team capacity and perform partner capacity assessments and monitor and evaluate programmes and have a system in place for risk assessment and evaluation of new donor funding opportunities.

Governance/Compliance:

*Risk*

The principal Governance/Compliance risks relate to Christian Aid Ireland's compliance with laws and regulations; Christian Aid Ireland's compliance with donor requirements; partner capacity to comply with laws and regulations and donor requirements; compliance with General Data Protection regulation (GDPR) and misuse of funds, fraud corruption or inappropriate behaviour.

Christian Aid Ireland receives a significant amount of funding from institutional donors and sponsoring churches. The management of institutional donors' requirements are complex and prescriptive in nature. Compliance with laws and regulations is challenging particularly in-country regulation and the restriction on civil society space in the countries in which we operate.

*Mitigating Actions*

The organisation mitigates this risk by having regular interaction with donors to understand their needs. Christian Aid Ireland and country teams provide regular capacity building at staff and partner level to assess organisational and financial capacity and to ensure donor obligations are met. Partners are trained on donor compliance requirements. We have clearly designed policies and procedures in relation to programme and project management including the use of IPIMS (our grant management database). Monitoring and evaluation visits are performed by Christian Aid Ireland staff and country teams undertake programme reporting to Christian Aid Ireland.

Christian Aid Ireland adheres to the sector's recommended codes of practice such as FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities SORP - Accounting and Reporting for Charities ("SORP"); the Dóchas Code of Corporate Governance; the Charities Governance Code. We follow requirements of the Charities Commission for Northern Ireland (CCNI) and the Charities Regulatory Authority (CRA) in the Republic of Ireland. A governance self-assessment questionnaire is completed by the Income, Finance, Risk and Audit Committee (IFRA). An internal control self-assessment (ICSA) questionnaire is completed annually.

Christian Aid Ireland also ensures compliance with law and regulations in all countries of operation with the country management team responsible for local requirements such as registration, taxation and statutory reporting. Our financial policies and procedures comply with regulations and statute which should reflect core compliance principles.

Our Public Engagement strategy has been developed to ensure compliance with donor requirements in relation to public engagement. We regularly monitor changes in laws and where possibly perform advocacy work to highlight unfavourable changes in law and challenge them.

We have data protection policies in place which are updated to reflect any new changes in legislation and best practice. Representatives from Christian Aid Ireland attend the Data Protection Oversight Committee of Christian Aid to benefit from the work of the group and its application to Christian Aid Ireland. We have IT security measures in place and receive regular updates via yammer on cyber security risks. During the year staff, trustees and volunteers completed mandatory Data Protection training.

Our Internal Audit function provided by the UK office under a memorandum of understanding audits country programmes based on risk assessments and provides reports to the Income, Finance, Risk and Audit Committee (IFRA). Any recommendations noted will be followed up.

We have a range of anti-fraud and corruption policies in place (Fraud and Misuse, Whistleblowing, Anti-Bribery, Anti-Money Laundering and Safeguarding). We also benefit from the services of a dedicated Anti-Diversion and Corruption Manager. In addition, staff and trustees must complete mandatory Code of Conduct training.

#### Reputational risk

##### *Risk*

The principal reputational risks relate to negative public perception and trust and confidence in the sector due to programme quality; the occurrence of safeguarding issues, scandals, or charity fatigue; a failure to communicate impact to guarantee achievement of strategic objectives, and loss of future funding; a failure to demonstrate accountability and provide transparency; and a deterioration in strategic partnerships.

Christian Aid Ireland has a team of programme staff to ensure programme quality is of a high standard and is monitored and evaluated.

Christian Aid Ireland takes safeguarding incredibly seriously and we recognise our duty to protect and safeguard vulnerable communities. We believe that any abuse of power, including sexual violence or harassment, is totally unacceptable.

Across Christian Aid we continue to work with colleagues to ensure a better, and shared, understanding of what sexual harassment is, and the zero-tolerance culture we expect, including by training staff across the global organisation on the organisation's code of conduct.

As a sector, we need to be willing to recognise that this is an issue that affects us all. Christian Aid Ireland continues to work with staff and our local partners to root out any attitudes and behaviours that support such breaches of trust. Christian Aid is a signatory to sector-wide codes of conduct. We also have a range of established policies and procedures aimed at preventing sexual harassment committed by any individual representing Christian Aid (including staff, volunteers and consultants) against other staff, beneficiaries or anyone else.

Collectively, aid agencies must work harder to ensure safeguarding, whistleblowing and misconduct policies are fit for purpose, to root out improper conduct. It is imperative that we are transparent and accountable, both to the communities where we work and to those who trust us to spend their money to alleviate suffering overseas.

Christian Aid Ireland recognises that the sector has been the subject of increased public and media scrutiny. This environment is challenging public support and confidence in charities and international aid, making it increasingly difficult to raise funds from the public. Christian Aid Ireland is a strong and effective organisation that works with integrity and humility; however external perceptions of charities and of church-based organisations could have an adverse impact on our work.

Working to eradicate poverty requires us to operate in places which are inherently challenging because of conflict, corruption, natural disasters, weak infrastructure and poor governance. Gathering communications materials that demonstrate the impact of our programmes can be a challenge in these environments, as the power dynamics and context change.

##### *Mitigating Actions*

We have systems in place to monitor the quality and measure the impact of our programmes and these continue to be developed in line with best practice. We mitigate against this risk by being open and transparent in the way we operate and through our membership of organisations such as Dóchas, which help to inspire renewed public confidence in the sector.

We continuously review and refresh our current policies and practices, to ensure that we take timely and corrective actions to prevent and censure such behaviour, ensuring we have confidential and robust mechanisms that enable and support our workforce, beneficiaries and stakeholders to report

concerns and incidents without fear or favour, and to ensure protection and support for individuals who report or have experienced such incidents.

We have Safeguarding, Whistleblowing, and Serious Incident Reporting policies in place alongside a mandatory code of conduct. During the year we appointed a safeguarding Trustee and expanded the terms of reference for our Income, Finance, Risk and Audit Committee (IFRA) to include duties in relation to safeguarding.

We have a range of anti-diversion and misuse of funds policies in operation through partners and alliances that have roots in the communities in which they are working. We monitor the programmes which they are carrying out and provide feedback and build partner capacity where required through training and ongoing support and we ensure that, as a certified Core Humanitarian Standard (CHS) organisation, we incorporate beneficiary feedback into the evaluation of our programmes.

We have a Public Engagement strategy and a Church Engagement framework in place and we undertake an annual churches' consultation to ensure a strong strategic partnership with our sponsoring Churches and management have a constructive relationship with Board to allow discussion on key issues.

We clearly communicate that our work complies with the highest standards of governance and accountability, and that we comply with all the relevant standards on accountability, fundraising, and images. We also communicate clearly that our work to eradicate poverty targets the most vulnerable and marginalised regardless of faith or race, but we engage the church in the fight against poverty and help churches to put their faith into action.

#### *Environmental/External*

##### *Risk*

The principle environmental and external risks relate to; the reduction in civil society space and our vulnerability to changes in the political, social and economic risks of the countries in which we operate and the impact our ability to operate effectively and safely.

Christian Aid Ireland's overseas programme operates in difficult contexts with oppressive power dynamics and fragile security situations which could hamper our ability to operate safely or even at all in areas of most need.

##### *Mitigating Actions*

Christian Aid Ireland actively monitors the external context to anticipate political, social or economic risks, so that plans can be put in place to minimise any negative impact on organisational activities or the reputation of the organisation. We mitigate the risks relating to operational countries by operating through networks of Christian Aid country teams and independent partners which have roots in the community. These organisations bring an in-depth understanding of the local context, language and culture. This enables access to up to date information to ensure programmes remain relevant.

Monitoring and evaluation is carried out by our programme teams and we perform enhanced due diligence for high risk countries. Core Humanitarian Standard (CHS) accredited feedback is incorporated into all our programmes. We have specific country programme strategies in place. Specific context related risks for operational countries are considered through the annual programme review. We have adaptive programming ensuring flexibility to allow the way we achieve our objectives to change as required. We have a security policy for all travelling staff and security is a key part of all major programme decisions. We adjust security assessments in response to major changes in political and security environment. We organise security training through Eurocheck.

#### Operational risks

##### *Risk*

The principal operational risks relate to the failure to ensure security and safety of staff partners and programme participants, and the misalignment of policy and practice.

Christian Aid Ireland staff travel to regions where the political and social circumstances make the personal security of staff a major potential hazard. Failure to ensure safety and the inability to evacuate staff could lead to loss of life or injury to employees or partners. We may be unable to respond to a crisis and there could be a loss of assets. This could lead to civil (negligence) or Criminal (corporate manslaughter) proceedings which would cause significant damage to our reputation and could incur financial penalties and insurance claims.

We speak out against the causes of poverty. This can put staff and partners at risk. If communications are inappropriate or poorly researched or erroneous statements are made, this could risk lives, damage reputations or harm key relationships. Actions by our partners could also draw us into litigious or conflict related situations particularly if they publish materials or engage in actions with our financial support. If we or our partners act in a way that is contrary to our public policy position, this could seriously damage our reputation.

##### *Mitigating Actions*

The security and safety of staff, partners, and programme participants is of paramount importance to Christian Aid Ireland. Through a shared service agreement with Christian Aid we implement comprehensive safety and security management policies to ensure that this risk is appropriately managed. Procedures are in place to protect vulnerable adults and children in the delivery of our services.

We provide staff with compulsory security training and made security considerations a key part of all major programme decisions. Security training for Christian Aid Ireland staff is provided by Christian Aid which hosts the European Interagency Security Forum and the ACT Alliance Security Co-ordinator, making Christian Aid a key hub for NGO security.

Christian Aid Ireland staff travelling to countries understand their personal responsibility for security and adhere to our corporate policies and procedures.

All country programmes have up to date security policies providing briefings to visitors and adjust security assessments as appropriate, in response to major changes in the political and security environment.

Having confidence in our policies and procedures as well as our staff gives us the confidence to work in some of the most challenging locations. But, in the event of an escalation in insecurity and as a last resort, we may withdraw staff from insecure locations or delay the implementation of a programme.

Staff involved in advocacy, campaigning and lobbying activities have a clear understanding of the context of the role, and the responsibilities and limitations of campaigning organisations as laid out in CCNI and CRA and other guidance.

#### IT and cybersecurity

##### *Risk*

The principal IT and cybersecurity risks relate to failure to safely process and store data.

Christian Aid Ireland is dependent on several IT systems for processing and storing its data. We live in an increasingly digitally connected world. Failure to keep pace with new technologies and ways of reaching our supporters and the communities we serve, in the way they prefer, could reduce our impact and effectiveness.

Failure to secure our information systems from malicious cyber-attacks could lead to loss of service, loss of sensitive or confidential data and even present a security risk to staff and partners working in challenging locations. This could damage our reputation result in regulatory breaches and fines or put people at risk.

#### *Mitigating Actions*

Christian Aid Ireland received shared service IT support from Christian Aid, therefore all policies are in place by Christian Aid. Christian Aid actively reviews and upgrades its IT software, systems and processes to mitigate risk relating to IT management, cyber security and data protection. Christian Aid has developed initiatives to embrace digital technology more effectively. The purpose is to ensure that we embed the use of technology more effectively in our work. We have structured information systems, policies and procedures that are embedded throughout the organisation and supported by training where appropriate.

Our information security measures are regularly tested, including by internal audit and staff are reminded of the risks of so called 'social engineering' whereby data is provided to unauthorised users pretending to be legitimate. Staff are also reminded of the risks of using social media and all staff complete online data protection training on an annual basis.

Christian Aid Ireland also collaborates with other INGOs ensuring Christian Aid Ireland is at the forefront of best practice in the sector and achieves value for money.

#### *Grant Making*

Details of grants paid are contained in note 6 of the Financial Statements. For institutional funded programmes and projects Grant making happens as follows:

- Christian Aid Ireland selects thematic focus areas and countries of implementation in line with its programme strategy. A draft budget allocation is communicated to the applicable Christian Aid country teams in advance of the application process.
- The country teams are then invited to apply for grant funding by submitting a proposal, detailing the partners, project and team costs.
- All proposals are reviewed and assessed based on the quality of information submitted within the parameters of the draft budget. Other factors considered are historical performance; team capacity and expertise; any country specific contextual issues and donor requirements.
- For grants paid out on Church & Denominational income, as well as emergency appeals, grants are allocated to programmes that are in line with the relevant emergency appeal and Christian Aid Irelands' programme strategy objectives. Proposals are submitted as required by the donors.

#### *Volunteers and staff*

Christian Aid Ireland is hugely grateful for the work carried out by its committed staff and volunteers. Achievements during the year were due to the hard work and dedication of all these people. We are particularly grateful to our volunteers who give their time each week to support the administrative work in Belfast and Dublin.

Christian Aid Ireland is committed to equality of opportunity between persons of different religious belief, political opinion, gender, marital status, disability, ethnic origin, age, dependants, sexual orientation or trade union membership.

We are most grateful for the support of a network of thousands of volunteers across Northern Ireland who are dedicated to carrying out our annual Christian Aid Week door-to-door collection, and the wonderful individuals, communities, businesses, and congregations which organise fundraising events in support of our work every year, alongside people who raise their voices to take action against global injustice.

Christian Aid Ireland employed 20 people (headcount) during the year 2022/23.

#### Investment Policy

Investments are made in short term bank deposits in conjunction with cash flow requirements for the organisation. These deposits are placed only with reputable institutions that have a credit rating of B+ or more. The investment position of the organisation is reviewed by the Income, Finance, Risk and Audit Committee on an ongoing basis throughout the year.

#### Going concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The financial statements have been prepared on a going concern basis.

#### Post balance sheet events

There have been no other significant events affecting the company since the year end that require disclosure or adjustment to the financial statements.

#### Auditors

The auditor, Crowe Ireland, has indicated its willingness to continue in office, and a resolution that the firm be reappointed will be proposed at the Annual General Meeting.

#### Lobbying and Political Donations

There were no political contributions in 2022/23 and as a result there are no disclosures required under the Electoral Act 1997. As required under the Regulation of Lobbying Act 2015, Christian Aid Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). It has made the returns and submissions required by the Act.

#### Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year giving a true and fair view of the state of affairs of the company. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Under company law, the directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year giving a true and fair view of the state of affairs of the company end date, of the surplus or deficit for that financial year giving a true and fair view of the state of affairs of the company and otherwise comply with the Companies Act 2006.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors confirm they have complied with the above requirements when preparing the financial statements.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2006 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation governing the preparation and dissemination of financial statements may differ in different jurisdictions.

Signed on behalf of the Board:



**Rev Dr Liz Hughes**



**Mr Hal Hosford**

**Date: 4 July 2023**

**Christian Aid Ireland**

Northern Ireland - Charity number 101631

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# Annual return

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**Independent Auditors Report to the Members of Christian Aid Ireland  
(Northern Ireland) (A company limited by guarantee, not having a share capital)**

**REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS**

**Opinion**

We have audited the financial statements of Christian Aid Ireland (Northern Ireland) (the 'Company') for the year ended 31 March 2023, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 March 2023 and of its net movement in funds for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2006 and Charities Act (Northern Ireland) 2008.

**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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in 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.

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 directors' 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 company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**Other Information**

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the 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.

#### **Opinion on the Other Matters Prescribed by the Companies Act 2006**

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' Annual Report is consistent with the financial statements; and
- in our opinion, the Directors' Annual Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

#### **Matters on Which We Are Required to Report by Exception**

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 requires us to report to you if, in our opinion:

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

#### **Responsibilities of Directors for the Financial Statements**

As explained more fully in the Statement of Directors' Responsibilities, the Directors 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 Directors 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 Directors are responsible for assessing the 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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### **Auditors' Responsibilities for the Audit of the Financial Statements**

We have been appointed as auditor under section 65(2) of the Charities Act (Northern Ireland) 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 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 extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items. In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and completeness of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Income, Finance, Risk and Audit Committee about their own identification and assessment of the risks of irregularities, testing of a sample of transactions against the terms of any agreements and the requirement of the Charities SORP (FRS102), sample testing on the posting of journals, reviewing accounting estimates for biases and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities)>. This description forms part of our Auditor's Report.

### The Purpose of Our Audit Work and to Whom We Owe Our Responsibilities

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and Part 4 of the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015. Our audit work has been undertaken so that we might state to the 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 Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by: Roseanna O'Hanlon  
Roseanna O'Hanlon (statutory Auditor)

for and on behalf of:

Crowe Ireland

**Crowe Ireland**  
Chartered Accountants and Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

Date: 1 August 2023