

**Democrashe Ltd**  
**Company Limited by Guarantee**  
**Unaudited Financial Statements**  
**31 July 2023**

Finegan Gibson Ltd  
Chartered accountants  
Causeway Tower  
9 James Street South  
Belfast  
BT2 8DN

# **Democrashe Ltd**

**Company Limited by Guarantee**

**Financial Statements**

**Year ended 31 July 2023**

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# Democrashe Ltd

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report)

#### Year ended 31 July 2023

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The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2023.

#### Reference and administrative details

<b>Registered charity name</b>	Democrashe Ltd
<b>Charity registration number</b>	103802
<b>Company registration number</b>	NI073060
<b>Principal office and registered office</b>	23 Rugby Road Belfast BT7 1PT

#### The trustees

Ms L Carvill  
Ms E Law  
Ms F MacMillan  
Ms F McCausland

<b>Independent examiner</b>	Finegan Gibson Limited Causeway Tower 9 James Street South Belfast BT2 8DN
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#### Structure, governance and management

DemocraShe is a company limited by guarantee (NI073060) and not having a share capital operating under the Companies Act 2006. It is based in Northern Ireland and registered with the Charity Commission for Northern Ireland (NIC103802). It is governed by a Memorandum and Articles of Association.

Trustees are appointed by ordinary resolution at an annual general meeting through rotational retirement and filling of vacancies, those retiring by rotation being those longest in office since their last appointment. In addition, the Trustees have the power to appoint a person who is willing to act to be a Trustee until the following annual general meeting.

Work is undertaken by an individual associate or small teams of associates who come together to undertake projects under the leadership of a senior associate who reports to the Trustees.

# **Democrashe Ltd**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 July 2023**

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##### **Objectives and activities**

###### **Objects**

DemocraShe's objects are

- the advancement of human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations), conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity; and
- the advancement of citizenship and community development; through education, raising awareness, conducting research and promoting dialogue and co-operation, enhancing leadership and governance for the benefit of the public in Northern Ireland, the Republic of Ireland and internationally hereinafter called the "area of benefit".

###### **Activities**

In support of the objects DemocraShe's activities can include

- building the capacities of individuals and organisations, including in leadership and governance;
- conducting and engaging in education and training programmes, meetings, events and activities;
- promoting and facilitating dialogue, understanding and cooperation;
- conducting and disseminating research and information;
- informing, educating and advocating;
- cooperating, partnering and participating with other organisations in Northern Ireland, the Republic of Ireland, United Kingdom, Europe and internationally.

# Democrashe Ltd

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 July 2023

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#### Achievements and performance

During the year ended July 2023 we advanced DemocraShe's work in Northern Ireland, Ireland and internationally. We continued to promote gender equality and women's leadership as well as share lessons and build capacity on women, peace and security. We engaged with women's organisations, academics, politicians and officials in central and local government. Throughout, we were alert to the Charity Commission's guidance on public benefit when planning and carrying out our work.

#### Strengthening civil advocacy

DemocraShe's senior associate, Bronagh Hinds, was appointed by the Department for Communities in early 2022 as the gender expert to the Gender Equality Co-Design Group. Bronagh worked with the group over 2022 and 2023 to develop its input into Northern Ireland's Gender Equality Strategy (GES) undertaking individual consultations and co-facilitating women's and men's workshops and co-design group meetings to reach consensus. She co-drafted the group's comprehensive GES Position Paper and Strategic Framework of Priority Goals. This offered a clear vision and principles with goals that were aligned with Programme for Government outcomes. During this year she finalised and built on this work, strengthening the group's advocacy capacity and preparing members for a series of dialogues with policy makers, senior officials and politicians in Autumn 2022. The dialogue process stalled due to the suspension of the Assembly and Executive.

#### **Principles**

Leadership - Human Rights - Equality and Fairness

Dignity, Respect and Choice - Multiple Identities and Intersectionality - Participation and Inclusion

Collaboration and Partnership - Gender Mainstreaming - Transparency and Accountability.

#### **Vision**

'An equal society in which no-one is disadvantaged on the basis of their gender, and which respects, protects, promotes and fulfils the rights of people of all genders so that they have an equal share of power, resources and influence and can fully participate in society'.

The senior associate also continued to contribute to the strategic advisory group of the Northern Ireland Women's Budget Group.

#### Diversity in Local Government

Our senior associate continued her involvement with the Local Government Equality and Diversity Group in 2022-23. The group pioneers and drives initiatives to embed equality and diversity into local government culture and practice beyond compliance with statutory equality duties. Its current Strategy and Action Plan promotes diversity ambassadors, talent management, recruitment and selection codes and mental health action. Learning and development are key, as is gathering baseline data to measure and benchmark progress and best practice. Work to establish diversity ambassadors began with a best practice workshop in spring 2022: Bronagh set out the legal and policy framework; Derry City Council's Lilian Seenoi-Barr, N.Ireland's sole ethnic minority councillor, gave the keynote speech; Antrim and Newtownabbey Council provided a case study on mainstreaming diversity; a panel of elected members from six councils spoke about their diversity activities; and participants discussed the elements of the diversity ambassador role. Bronagh assisted with planning and facilitated the workshop. Post-event she provided a written brief for councils and stakeholders on the legislative framework and strategic context for equality, diversity and inclusion in local government. Over 2022-23 the concept and potential role of diversity ambassadors was discussed in councils, and Bronagh was engaged by the Local Government Staff Commission to assist with planning and delivering the diversity ambassadors development programme.

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## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 July 2023

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##### **The Good Friday Agreement**

The 25th anniversary year of the Good Friday Agreement (GFA) fell during this year and offered opportunities to examine the successes and challenges of peacemaking at home and abroad. Queen's University Belfast spotlighted the past, present and future of political negotiations, the economy, women's leadership and youth with three days of discussion in partnership with other organisations. The Lyric Theatre premiered a new play *The Agreement* by Owen McCafferty that provided the public with an insight into the negotiating process. The Irish Government arranged a cultural performance to mark 25 years of peace in Dublin's Abbey Theatre. In addition to attending these, Bronagh spoke at a NI Women's Coalition evening in the Ulster Museum; the Coalition was party to the political negotiations and the 1998 peace agreement.

Senior associate Bronagh Hinds and Company Secretary Quintin Oliver took part in *The Agreement*, a documentary produced by Fine Point Films in association with Queen's University and Northern Ireland Screen and screened by RTE and BBCNI for the anniversary. *The Agreement* examines the negotiations leading up to and the aftermath of the signing of the Belfast/Good Friday Agreement in April 1998 and the referendum that followed six weeks later.

Our senior associate spoke at *Paving the Path to Peace: Civil Society and the Northern Ireland Peace Process*. This conference on civil society's role during the conflict and in peace-making organised by Dr Connal Parr, with Dr Stephen Hopkins, was supported by the Irish Government and dedicated to Baroness May Blood. It brought together civic actors from across the spectrum to share experiences at the coalface and dialogue with the audience across the themes of

- Will I be heard: trauma, healing, stories
- Social movements and pressure for change
- Working in communities
- Reconciliation: navigating the path to peace

During the year senior associate Bronagh Hinds:

- Provided written and oral evidence to Ireland's Oireachtas Joint Committee on The Good Friday Agreement, including on the imperative of adherence to human rights and equality, moving to cabinet government in N.Ireland, eradicating paramilitarism, driving forward reconciliation, supporting victims and survivors, addressing the legacy of the past and enhancing North-South cooperation on the island of Ireland.
  - Shared a panel with Jane Morrice, Kate Fearon and Avila Kilmurray on The Women's Coalition and the Good Friday Agreement at the 63rd Special Plenary Session of the British-Irish Parliamentary Assembly.
  - Participated in a panel with Monica McWilliams, Fionola Meredith and Bethany Moore at the John Hewitt Summer School in Armagh. Chaired by Dr Myrtle Hill, *Women Speaking Out* discussed with an audience the personal, political, social and economic issues facing Northern Irish women today.
  - Chaired a Youth Panel for the Linen Hall Library with young activists who shared their challenges and hopes as they engage in causes ranging across the environment, LGBTQ+ rights, mental health, abortion, empowering student voices and peace advocacy.
  - Facilitated a cross-community workshop on the Place of Women in Shankill Women's Centre for the Museum of the Troubles's project *Women Working Together on a Troubled Past and a Better Future*.
  - Shared a panel discussion with Avila Kilmurray and five young women on the theme *GFA 25: Women's Inter-Generational Perspectives*. Organised by the Women's Policy Group to give a platform to young women as part of its *Where's Our Democracy* campaign, the panel reflected on the GFA and its gains, identified what has still to be realised and looked to the future.
  - Took part with Bríd Rogers, Jane Morrice and Eileen Weir in exploring *Where Next for Northern Ireland?* Organised by Women's Spaces, a partnership of women's organisations led by the Women's
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### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 July 2023

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Platform, the panel offered political and grassroots experiences and different perspectives in an event that explored the changes in Northern Ireland over the last 25 years and looked to the future for women and girls.

- Attended discussions on One Good Day: my journey to the Good Friday Agreement by Irish diplomat David Donoghue in Waterstones Belfast; and Perils & Prospects of a United Ireland by Pádraig O'Malley in the Linenhall Library.
- Attended an event hosted by the Irish Inter-Governmental Secretariat that marked the 30th anniversary of the Opsahl Commission. Engineered by civil society with foundation funding and international patronage, Opsahl was the first public enquiry into the conflict. Through extensive written and oral community consultation across the island of Ireland and further afield, some in-camera sessions, public airing of views and publication of findings and recommendations it offered new knowledge and understanding of the impacts of the conflict and ways forward.

#### Shining a Light on Women Peacebuilders

HerStory was founded in Ireland in 2016 to illuminate and celebrate female role-models, and inspire, educate and empower youth and women across the world through education and arts. DemocraShe's Bronagh Hinds is included in two of its initiatives. The first saw portraits painted by young women artists in schools broadcast in light shows on public buildings across the island of Ireland. Then, in partnership with Ireland's Department of Foreign Affairs, a Peace Heroines exhibition for the 25th Anniversary of the Good Friday Agreement (GFA) used portraits and text panels to tell stories of women's peace-building over the decades. The senior associate spoke at the exhibition launches in the Northern Ireland Assembly's Long Gallery in September 2022, Dublin in November 2022 and the Tower Museum Derry in January 2023.

Queen's University hosted the exhibition during N.Ireland's GFA 25th Anniversary conference and events in April 2023, and Bronagh attended President Higgins' launch of the exhibition in Áras an Uachtaráin. The Peace Heroines initiative continues to shine a light on women's contributions to building peace and political and community progress, providing context for public discussion and workshops especially among women and youth.

The Ulster Museum opened an exhibition featuring women peace-builders for the anniversary, which ran until September 2023. Renowned London-based photographic artist Hannah Starkey, originally from N.Ireland, produced 21 striking large scale portraits of women under the title of Principled and Revolutionary: Northern Ireland's Peace Women. Senior associate Bronagh Hinds was one of her subjects in an exhibition described by one commentator as 'profound', having 'quiet strength' and 'a stoic, complex understanding of womanhood'. Commissioned by Belfast Photo Festival and supported by Belfast City Council the well-received exhibition provided a backdrop for discussions on women, peacebuilding and empowerment in the gallery during its run.

#### International Lesson Sharing

Sharing lessons internationally was to the fore during the 25th anniversary year of the Good Friday Agreement, with the senior associate travelling to the US, Latin America and Europe.

In November 2022 the senior associate undertook a virtual session for a women, peace and security programme running in Israel and the Occupied Palestinian Territories. Jewish-Palestinian feminist organisation Itach Maaki: Women Lawyers for Social Justice designed the workshops to enhance skills, knowledge and diplomatic connections for women from government ministries and civil society in Israel and the West Bank/Gaza, working in partnership with the Jerusalem Centre for Women and a Joint West Bank/Jerusalem Steering Committee. Supplementing the workshops with policy advocacy, their goal was to promote proficient women negotiators, women's voices and feminist and civilian perspectives in Track 2-3 negotiations. The workshops were hosted in different embassies,

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#### Year ended 31 July 2023

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and Bronagh joined Ireland's Deputy Head of Mission David Hannigan to share women's approaches on bridging different narratives, analyses and views in the deeply divided environments that are faced when negotiating and building peace.

In January 2023 the senior associate contributed to an internal workshop on Disarmament, Demobilisation and Reintegration (DDR) held to better inform Ireland's Department of Foreign Affairs' policy on engagement around DDR. The workshop sought to explore what went well; what went wrong/could have been done differently; the gendered aspects of DDR; the experience of DDR vis-à-vis Ireland and its uniqueness/potential lessons learned for future DDR and policy.

In February 2023 Ambassador Geraldine Byrne Nason invited Bronagh to give the keynote speech on the Good Friday Agreement and the role of women as an introduction to the Peace Heroines exhibition to the US Congress and political and civil society actors, alongside Tánaiste and Minister for Foreign Affairs, Micheál Martin.

At the invitation of the co-chairs of the Women's Caucus and the American-Irish State Legislators Caucus of Oklahoma State, Bronagh addressed (virtually) both caucuses on the anniversary of the April 1995 Oklahoma City bombing in April. Leading figures, such as State Senator Mary Boren, had recognised the successful progress made on peace in Ireland and approached the Irish Consul General in Austin to deepen their understanding. The discussion provided the senators and their aids with the opportunity to learn from someone with direct experience about women's influence in peace making and negotiation of the Good Friday Agreement and discuss the challenges encountered in moving towards peace.

Bronagh travelled to Houston and Atlanta in May 2023 for a programme organised by Irish Consul Generals Robert Hull and Caoimhe Ní Chonchúir, who partnered with the British consulates in each location. It was an opportunity to share some of the lessons of the peace process in southern US states and to reflect on the importance of the US bipartisan approach to the conflict. The delegation comprised Democrashe's senior associate; Mike Nesbitt, an Ulster Unionist Member of the NI Assembly; Jarlath Kearney, a consultant and former political advisor to Sinn Féin; and Emma Johnston, of Youth Action and a member of Ireland's Oversight Committee on women, peace and security. The programme at the Baker Institute for Public Policy in Houston included a discussion with Ambassador David M. Satterfield, Director of the Institute. This was followed by a public meeting prompted by a set of questions on lessons from the GFA, Northern Ireland now and the future given the UK's departure from the European Union. In Atlanta the programme began with an intensive roundtable discussion with the Carter Centre team who lead an extensive programme of work covering peace, conflict resolution, human rights, rule of law and democracy. This was followed by a public meeting hosted by the Centre where the audience heard from the Irish and British Consuls and US Ambassador Mitchell Reiss, a member of the Independent Reporting Commission on ending paramilitary activities in Northern Ireland. Then, US Ambassador Barbara Stephenson, former US Consul-General in Northern Ireland, moderated a 'fireside chat' session with the delegation drawing on questions posed by herself and the audience. The Peace Heroines exhibition was shown to coincide with the event. The delegation also had the opportunity to visit the Martin Luther King Centre and home.

Bronagh continued on to Washington DC to take part in the May 2023 Vital Voices Global Partnership Festival. The festival brought together participants from across the world around the theme The Power of Our Voice: 25 Years of Inspiration & Impact. Bronagh shared a live-streamed platform on Audacious Action: 25 Years of Disrupting the Status Quo with former US Secretary of State Hilary Clinton, author and anti-trafficking activist Ruchira Gupta from India, gender based violence advocate Marina Pisklakova-Parker and Wakami founder Maria Pacheco. Bronagh's focus was on sharing lessons on the effectiveness and achievements of the NI Women's Coalition and identifying opportunities for progress in which to invest effort in pursuit of a gender equal world.

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### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 July 2023

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While in the Washington DC area, Bronagh spoke in Virginia at a gathering of Children's Friendship Project (CFP) members. For decades CFP had hosted children from Northern Ireland as a contribution to building bridges across divided communities, assisting peace-making and developing young leadership. Its pioneering work in Northern Ireland led CFP to develop a similar programme in Cyprus.

Later in May the senior associate took up an invitation from the Irish Ambassador to the Netherlands, Brendan Rogers, to speak at a GFA anniversary event in the University of Leiden at the Hague. She shared the panel with former Irish diplomat David Cooney and Katy Radford of the British Council. Ambassador Roger, British Ambassador Joanne Roper and a representative of the Dutch Ministry of Foreign Affairs opened the session. Then, together the panel covered the political negotiations for the peace settlement, women's contribution to the negotiations and in peace and security broadly, cultural issues and building a united community as well as matters raised by the audience.

The senior associate travelled from the Hague to Mexico City to undertake a number of engagements with Irish Ambassador Maeve von Heynitz and Deputy Head of Mission Caitlín Higgins Ní Chinnéide. A key engagement, on foot of the joint Irish-Mexican leadership on WPS during their tenure on the UN Security Council, was contributing expertise to an Ireland-Mexico roundtable on designing and implementing national action plans on women peace and security. Bronagh's specific input was sharing practice and lessons from Ireland on the monitoring and evaluation of NAPs. The closed roundtable was followed by a well-attended public session addressing two themes: (i) WPS at the UN, and the UN Security Council: key achievements and future challenges, with Ireland's Permanent Representative to the UN Fergal Mythen and senior figures representing Mexico and the UN; (ii) The role of women mediators, peacebuilders, women-led organizations and human rights defenders in promoting the WPS agenda at the international, regional and national levels, with Bronagh Hinds speaking alongside Colombian and UN speakers. The previous day she joined Ambassador Mythen and Ireland's Conflict Resolution Unit in a meeting with participants of the Colombia Peace Dialogues. She also attended a screening of Wave Goodbye to the Dinosaurs in UNAM, the National Autonomous University of Mexico, and engaged with students in a question and answer session on political negotiations and building peace on the ground.

From Mexico the senior associate went to Finland for GFA anniversary events in early June organised by Irish Ambassador Ruth Parkin in collaboration with British Ambassador Theresa Bubbear. Finland's substantive contribution to the peace process continued with the Finnish Ministry of Foreign Affairs hosting a roundtable reflecting on learning, legacy and the big issues 25 years on. Scene setting for the Chatham House Rules discussion was led by Aaro Suonio who laid out Finland's contribution to peace mediation; Aaro was the former Chief of Cabinet of the Independent International Commission on Decommissioning. 'From the benefit of hindsight' contributions were offered by Northern Ireland contributors who added to the topics under discussion. The following day Brigadier Tauno Nieminen reflected on having been a member of the Decommissioning Commission for 8 years to an audience of Finnish officials and members of parliament, NGOs, members of the Irish and British communities and selected media representatives. Johanna Poutanen of CMI, the Martti Ahtisaari Peace Foundation, moderated the dialogues between the panel of Northern Ireland speakers and the audience after a moving story written and read by Gail McConnell that interwove Finnish and Irish conflict histories. Alongside Gail on the delegation were Tara Grace Connolly, Northern Ireland's first Youth Ambassador to the UN; Pete Shirlow, Director of the Institute of Irish Studies School of Histories, Languages and Cultures in the University of Liverpool (virtually); and DemocraShe's senior associate, Bronagh Hinds.

In June the senior associate also addressed the Fifth Annual Strategic Dialogue on the UN Secretary-General's Peacebuilding Fund (PBF) hosted by the Government of Ireland. In her keynote speech at Farmleigh House, she spoke about the Good Friday Agreement, women's roles in conflict

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### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 July 2023

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prevention, peace and security, challenges in negotiation and transition and lessons for peace-building processes. The PBF Annual Strategic Dialogue provides the Fund's top donors the opportunity to engage with the UN Department for Political and Peacebuilding Affairs' Peacebuilding Support Office and other partners in an in-depth, informal conversation on the Fund's direction of travel and its role in the broader peacebuilding landscape. On this occasion Dialogue focused on the Fund's role and strategic direction, and what is required from other actors and instruments to maximise its potential and enhance peacebuilding support more broadly. It also discussed the Fund's work in the evolving context of peacebuilding in the UN system and globally, with a focus on how the Fund engages in UN transition contexts and how it supports transitional justice.

In July 2023 Bronagh participated in a Youth Action dialogue on the contribution of women to peace-building chaired by academic and Youth Action chair Ann-Marie Gray. The panels of community and youth activists included Anne Carr, Kathy Wolff, Dymphna McGlade, Eileen Weir, Bethany Moore, Magz Gibney, Emma de Souza and Cori Conlon. They enlivened the dialogue which engaged young people from the Basque Country and Northern Ireland in exploring the journey of the contribution of women to peace, before, during and after the Good Friday Agreement.

During the year the senior associate conducted a mid-term review of Ireland's Third National Action Plan (NAP) for the implementation of UNSCR 1325 and related resolutions 2019-2024. She interviewed lead officials on progress, challenges and achievements and presented her draft findings and recommendations to the Oversight Committee for the NAP.

The senior associate continued to provide students, academics and others with interviews on women, peace and security (WPS), information on women in peace-building and politics in N.Ireland and analysis on the peace negotiations and ongoing political process. She delivered an annual lecture to Fordham Law School's Summer Programme; and lectured to other universities and visiting groups including Villanova University Philadelphia (virtually) and Grand Valley State University Michigan.

#### **Media and Public Education**

It was a busy media year for the senior associate as the Good Friday Agreement 25th Anniversary put Northern Ireland's peace negotiations, challenges and lessons centre stage again. Media appearances included BBCNI's Good Morning Ulster, Radio Foyle, Sunday Sequence and Talkback; BBC's The One Show; BBC UK and World Evening News; Sky News; RTE; Belfast Telegraph; and the Press Association. Interviews ranged across peace negotiations, the Good Friday Agreement and subsequent progress; women and peace-building; and the GFA's civic forum in a de Souza podcast with David Holloway of Community Dialogue.

On Sunday Sequence, Bronagh paid tribute to Baroness May Blood on her death in November 2022 remembering her as an unswerving champion of women, youth and integrated education; and contributed to discussion on women's uphill battle in politics following the high profile resignations of Nicola Sturgeon and Jacinda Arden.

Looking back to the 1996-98 peace talks, BBCNI produced a Redline Podcast on women in those negotiations with Bronagh Hinds (NI Women's Coalition), Dawn Purvis (PUP), Liz O'Donnell (Irish Minister) and Barbara Stevenson (US Consul-General).

Bronagh filmed an interview in Hillsborough Castle with Fine Point Films for their documentary The Agreement; and gave a second broader interview to the Castle archivist collecting the history of activities that the Castle had hosted.

BBC Talkback marked the GFA 25th Anniversary by broadcasting from Omagh, the location of the

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## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 July 2023**

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worst bombing of the conflict that happened a few months after the 1998 Agreement had been signed and overwhelmingly endorsed in a referendum. Bronagh was a discussant throughout the programme along with the Reverend Harold Good (decommissioning witness), Tom Kelly (PM Blair spokesperson), Maurice Morrow (DUP) and Marie Coleman (Queen's University).

RTE engaged DemocraShe's senior associate and Deirdre Heenan (University of Ulster) as commentators alongside anchor Miriam O'Callaghan in their coverage of President Biden's visit to Northern Ireland. The senior associate was the guest on Sunday with Miriam the following weekend.

#### **Financial review**

DemocraShe's business model is to undertake work within its powers on discrete projects which meet its objects. Business is led by senior associate Bronagh Hinds, who reports to the Trustees. Work is undertaken by a single associate or small teams of associates according to the project. All associates are self-employed.

DemocraShe's overheads are minimal and expenditure is on work carried out on projects advancing the objects for which DemocraShe was established. Income and expenditure primarily reflect delivery time spent on projects.

The income sources in 2022-2023 were the Department for Communities, the Local Government Staff Commission and the Department of Foreign Affairs with smaller sums from a variety of organisations.

DemocraShe does not have any restricted funds. It aims to carry over a small reserve from year to year. DemocraShe reported a deficit of £783 (2022: deficit £3,496) during the year, with overall unrestricted funds carried forward of £23,024 (2022: £23,807).

#### **Plans for future periods**

DemocraShe plans to continue its work in Northern Ireland, Ireland and internationally on promoting gender equality and women's leadership as well as sharing lessons and building capacity on women, peace and security. Work during the year 2023-2024 will include continuing to contribute to marking the 25th Anniversary of the Belfast/Good Friday Agreement, in particular ensuring that the story and lessons of women's contribution to those negotiations are widely shared.

#### **Small company provisions**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

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## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 July 2023**

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The trustees' annual report was approved on 30 May 2024 and signed on behalf of the board of trustees by:

**Fiona J. MacMillan**

Ms F MacMillan  
Trustee