

THE LEPROSY MISSION NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2024

The board of trustees have pleasure in presenting their Annual Report, together with the audited financial statements for the year ended 31 December 2024.

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

Objectives and activities

Leprosy is a disease of ancient times, yet contrary to popular belief, it remains of important global health concern in the 21st century. Officially recognised by the World Health Organisation (WHO) as a Neglected Tropical Disease (NTD), globally, 182,815 people received a devastating diagnosis of leprosy in 2023, with many more cases going undetected. Leprosy case numbers increased by 5% compared to 2022, >95% of these cases being reported in 23 global priority countries. The WHO-recommended Multi-Drug Therapy (MDT) that effectively cures leprosy has been available since 1982. That large numbers of people worldwide are still suffering from this disease is a great injustice. Leprosy is most prevalent among poor and marginalised communities where population density is high and poor nutrition and housing are all too common.

We are committed to breaking the chains of leprosy, addressing the underlying causes as well as working to prevent disability and empowering people to attain healing, dignity and wholeness in their lives. Our vision is "Leprosy defeated, Lives transformed". We will do everything we can to break the transmission of leprosy so children born into the world are not at risk of leprosy, and persons affected by leprosy do not suffer discrimination and enjoy fullness of life.

The Leprosy Mission Northern Ireland (registered charity No: NIC 106322), compelled by the example of Jesus Christ, ministers and works in support of The Leprosy Mission International (registered Charity in England & Wales No: 1076356). The Leprosy Mission was founded in Ireland by Wellesley Bailey in 1874; our 150th anniversary was marked in 2024 by a number of special celebration events. Our work raises awareness of leprosy in Northern Ireland and vital resources that will help to make leprosy a thing of the past. This work is undertaken through prayer, fundraising, advocacy, and volunteering in fulfilment of the following charitable purposes:

- The advancement of health and relief of poverty for the benefit of the public, in particular in relation to leprosy;
- The relief of those in need by reason of ill health or disability, in particular with persons who are disadvantaged by leprosy and those connected with them; to enable their integration in the community;
- The eradication of leprosy.

The Leprosy Mission (TLM) has an ambitious, targeted goal of Zero Leprosy Transmission by 2035 and works towards Zero Leprosy Disability and Zero Leprosy Discrimination.

Zero Leprosy Transmission

To interrupt transmission, we target areas with high rates of leprosy prevalence and adopt an approach that combines multiple tactics, including local government ownership, health system integration and development of new technologies to support and develop leprosy expertise in primary and secondary healthcare workers. With a strong record in leprosy research, we utilise field presence to develop, investigate and trial research innovations related to reducing transmission, early diagnosis, monitoring relapse, antimicrobial resistance and reactions to MDT, the cure for leprosy.

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Zero Leprosy Disability

Disability is not an inevitable consequence of leprosy. However, people continue to be affected by it, often due to late diagnosis or treatment complications. Limited local government ownership of leprosy care, complications in care management and lack of disability services, coupled with declining leprosy expertise (to spot the first signs of leprosy) means that people are not getting the timely interventions they need. Globally, we continue to provide rehabilitation and well-being services in countries where local governments need assistance. We particularly focus on work at a community level to promote models of self-care that empower people to manage their impairments.

Zero Leprosy Discrimination

Globally, there are 139 laws in 24 countries that still discriminate against persons affected by leprosy, preventing them from enjoying certain fundamental human rights guaranteed under the national constitutions for citizens of their respective countries. People affected by leprosy are still routinely overlooked, ignored or prevented from full participation in public, social, economic and cultural life. They also feel shame and isolate from society due to self-stigma. Stigma and discrimination are key factors standing in the way of persons affected by leprosy seeking out help.

Globally, TLM supports persons affected by leprosy to challenge injustice and advocate for their rights and entitlements. We target discriminatory laws and practices, while encouraging nation states to uphold relevant international treaties, especially the UN Convention on the Rights of Persons with Disabilities and the UN Principles and Guidelines for the Elimination of Discrimination against Persons Affected by Leprosy and Their Family Members.

We promote opportunities to earn a sustainable living and we work with communities to address the barriers that prevent this from happening. Persons affected by leprosy tell us that when they can bring resources into their household economy, their standing in the eyes of family and the wider community increases and their voice begins to be heard.

Partnership Working

The Leprosy Mission Northern Ireland (TLMNI) delivers its charitable aims through grant making to global partners, chiefly other TLM national programmes. This utilises local knowledge and expertise and promotes empowerment and long-term sustainability.

TLMNI is a member of The Leprosy Mission Global Fellowship (GF), made up of 27 member countries and affiliates, and a signatory to The Leprosy Mission Fellowship Charter which underpins the worldwide operations of the charity (30 May 2011/ Updated September 2018). Together, we are the largest player in the fight against leprosy. We work collaboratively, particularly with our colleagues in project-funding countries and within the UK with The Leprosy Mission Great Britain and The Leprosy Mission Shop.

Globally, The Leprosy Mission is a key member of The Global Partnership for Zero Leprosy which brings together organisations including The International Federation of Anti-Leprosy Associations (ILEP), the Novartis Foundation, the International Association for Integration, Dignity and Economic Advancement (IDEA), as well as national leprosy programmes and is supported by the World Health Organisation (WHO). This partnership co-ordinates action to accelerate research, mobilise technical assistance and expertise and increase advocacy and fundraising in the pursuit of a leprosy-free world. We are also a member agency of ILEP (the International Federation of Anti-Leprosy organisations), EU-CORD (a network of European Christian Relief & Development non-governmental organisations), People in Aid, the Micah Network, the Neglected Tropical Disease NGDO Network (a global forum for non-governmental organisations working together on neglected tropical diseases) and BOND (The International Development Network). In Northern Ireland we are also a member of the Missions Action Partnership (MAP), Will To Give (WTG), Volunteer Now, Northern Ireland Council for Voluntary Action (NICVA) and CADA (Coalition of Aid Development Agencies in Northern Ireland). TLMNI is also a member of Dóchas and a signatory of the Dóchas Code of Conduct on Images and Messages <https://www.dochas.ie/resources/communications-pe/code-of-conduct-on-images-and-messages/>

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Public Benefit

TLMNI supports leprosy projects worldwide, working at an individual, community and governmental level to support research, develop capacity and implement programmes to raise awareness and deliver effective medical care and outreach. People affected by leprosy are given the support they need to get back on their feet and live healthy lives by providing access to education, vocational training, housing and sanitation.

Our aims and objectives, and the planning of our activities have been reviewed in light of The Charity Commission's guidance on reporting on public benefit. Globally, The Leprosy Mission and its partners work with people around the world irrespective of their race, faith or nationality and the Board of Trustees has ensured that activities undertaken contribute to the aims and objectives of the charity and provide benefit to our clients. The Trustees are therefore confident that we meet public benefit requirements.

Achievements and performance

The past twelve months have continued to be a challenging and difficult year for our work both locally and globally. Our programmes continue to be subject to disruption by political and economic instability and the impacts of climate change and we are thankful for the generosity of supporters who have helped sustain core services and enabled those affected by leprosy to receive vital care and treatment.

We have continued to provide core funds to our long-term partners. Good financial and long-term planning has enabled the charity to continue to provide significant funds, totalling £514,005 to overseas projects and to support the unique and critical work of The Leprosy Mission International (TLMi). Compared to the previous year's funding of overseas projects (2023: £422,927), funding in 2024 increased by 21.5%. This substantial increase was due to a Board-level decision to release excess reserves carried forward from previous years.

In 2024, remittances were transferred from Northern Ireland to part support the projects and programmes in Bangladesh £106,976, India £10,000, Nepal £266,398, Ethiopia £30,000 and Nigeria £54,320, and as well as our apportioned contribution (Global Fellowship Levy) towards The Leprosy Mission Global Fellowship of £46,311. This contribution helps co-ordinate efforts to meet the needs of persons affected by leprosy on a global platform and ensures that robust monitoring and due diligence processes are in place for all projects.

Funds transferred to Nepal totaled £266,398 and included support of Anandaban Hospital, the main leprosy referral hospital in Nepal, including £20,000 given as an initial emergency response, and funds of £176,698 in support of 'Dignity First' – a 3 year project, 2023-2025, funded by the Department of Foreign Affairs and Trade (DFAT - Irish Aid Civil Society) which seeks to improve the health, well-being and dignity of 1089 people affected by leprosy and enhance the technical capacity of 90 Government health workers and 300 Community Health Volunteers to identify, diagnose, treat, and manage leprosy and its complications. A grant of €130,000 (£107,898) was received from DFAT at the end of FY23 for disbursement as per the agreed budget in FY24, alongside TLMNI's match funding commitment.

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In 2024, the kindness, care and compassion of our supporters, alongside the dedication of our partners and staff have enabled significant progress towards achieving our vision of "Leprosy defeated, Lives transformed". In partnership with other global TLM members, our funding support has brought us a step closer to the defeat of leprosy, as evidenced through results achieved in a selection of the projects we partly supported in 2024:

Asia

Bangladesh – Activating and Engaging Partnerships to reduce leprosy in Bangladesh

- 619 new leprosy cases were found through partners and government health centres
- 260 patients with leprosy complications were treated through TLM and partner hospitals
- 167 persons with leprosy disability were given access to protective footwear, wheelchairs or other mobility assisting devices
- 239,796 people from 56,105 families were screened through contact screening of newly-identified cases, skin camps and surveys in high prevalence areas
- 111 leprosy-affected volunteers and family members were trained in promoting self-care
- 46,299 people were reached through 2,563 community awareness sessions
- 4,689 school students were orientated on leprosy through 81 school sessions
- 19 church leaders received training in leprosy case detection, treatment, referral, awareness and complication care
- Staff of 3 tea companies operating tea gardens in the Sylhet region received training and are engaged in leprosy case detection, referral, awareness, and complication care
- 185 self-help groups with 2,303 members across 8 districts were supported; 89.3% of members reported improved inclusion as a result
- 28 federations have been formed with representatives from the self-help groups and received leadership and organisational development training with the aim to establish the federations as sustainable people's organisations
- Work through the federations and self-help groups led to 25 advocacy initiatives for accessing local government services
- 221 out of 314 persons reported an increased income as a result of being engaged in income-generating activities using self-help group loans
- 12,459 individuals in leprosy affected communities received SDR-PEP (Single Dose Rifampicin Post Exposure Prophylaxis) – a leprosy prevention initiative endorsed by the World Health Organisation.

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India – Purulia Hospital

- A total of 15,696 consultations took place
- 232 new untreated cases of leprosy were diagnosed and treated
- Contact surveys were performed for 563 index cases
- Outpatients treated included: 168 leprosy patients, 835 patients with ulcers, and 146 patients with neuritis
- Admissions: 969 patients were admitted, including 336 with ulcers, 241 with leprosy reactions, 104 with neuritis, and 126 for reconstructive surgery
- 53 patients received reconstructive surgery
- 68 cataract surgeries were performed
- 1,673 items of footwear were made for persons affected by leprosy, giving increased mobility and helping to prevent further disability
- 12 Community Outreach health clinics were conducted, reaching 4,167 people

Nepal – Anandaban Hospital

2024 was a tumultuous year for Anandaban hospital, the main leprosy referral hospital in Nepal, with wildfires threatening evacuation of the hospital site in May and torrential rain late in the monsoon season leading to devastating landslides causing major damage to the hospital site at the end of September. In spite of these emergencies and challenges, the hospital continued to provide high standards of care:

- A total of 39,350 outpatient consultations took place and 929 inpatients were cared for
- 166 new cases of leprosy and 29 relapse cases were diagnosed through the hospital
- 7,323 leprosy patients were seen at outpatient clinics
- Leprosy Complication management (outpatients): 379 Type 1 reaction patients; 929 Type 2 reaction patients; 195 Neuritis patients; 554 ulcer patients
- Leprosy Complication management (inpatients): 31 Type 1 reaction patients; 52 Type 2 reaction patients; 25 Neuritis; 292 ulcer patients; 233 ulcer debridement surgeries; 143 reconstructive surgeries; 11 Eyes surgeries
- 1091 items of footwear, 24 prostheses and 501 supportive appliances were distributed
- 5,976 physiotherapy sessions were provided (EHF (Eyes, Hands and Feet) scores for 80% of leprosy patients showed no change, while 10% improved and 10% worsened)
- 1,903 leprosy patients were provided with counselling services
- 47 medical practitioners received training in the hospital
- 288 paramedics and medical officers received training in the hospital
- Anandaban Hospital medical staff delivered 10 trainings on leprosy, NTDs and disabilities
- Anandaban Hospital staff attended 10 learning and sharing meetings with government, partners and other stakeholders
- 3 leprosy awareness programmes were conducted
- 6 engagement activities were conducted with local churches, schools and community-based organisations

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Nepal – Dignity First

- 14,511 people were reached, including 1,008 people who received direct help from pop-up health clinics
- 12,200 close contacts of leprosy index cases were traced, leading to 327 people being diagnosed with leprosy and receiving medicine and treatment
- 660 persons affected by leprosy received medical interventions supporting their health, wellbeing, independence and social acceptance
- 177 community health volunteers (including 162 women) received training, strengthening the capacity of the project to increase detection of leprosy in women and girls and support their general health

Africa

Ethiopia - Dare to Dream

- 493 new leprosy cases were identified through two active case finding campaigns, involving health workers, extension workers, religious leaders, leprosy champions, and community leaders
- 40 leprosy patients with chronic ulcers received LPRF therapy (leukocyte and platelet rich fibrin therapy) to accelerate wound healing, minimize inflammation, and stimulate tissue regeneration
- 103 health extension workers were trained in the knowledge and skills required for recognising and diagnosing leprosy, and on feedback mechanisms and safeguarding principles
- 80 first-line health workers were trained in the knowledge and skills for diagnosing and treating leprosy and its complications, and on feedback mechanisms and safeguarding principles
- 3 surgeons were trained in reconstructive surgery
- 15 lab technicians were trained in basic leprosy knowledge (theoretical and practical) and lab diagnostic methods
- 112 self-care groups, involving 772 people from local associations of persons affected by leprosy, were formed to empower leprosy patients to manage their condition, reduce complications, promote peer support, combat stigma and improve their quality of life
- Community dialogues to address stigma, foster community support, improve health-seeking behavior, and identify local resources for prevention and care reached 3,454 people, including community elders, religious leaders, traditional healers, government stakeholders and organisations of persons affected by leprosy. These dialogues raised awareness about leprosy, highlighting its causes, symptoms, and treatment, while sharing personal experiences of those affected.

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Nigeria - Integrated leprosy control towards zero transmission in Kogi and Kwara states

- 140 community-based health actors (Patent Medicine Vendors, Traditional Birth Attendants, Traditional Healers, and Community Volunteers) received training to identify and refer suspected leprosy and Lymphatic Filariasis (LF) cases, significantly increasing early detection rates and strengthening referral pathways
- Over 200 community members were screened through six skin camps; 13 cases of hydrocele were diagnosed and referred, and one case of leprosy was identified through contact tracing
- 11 patients received life-changing surgeries for hydrocele and leprosy-related complications, improving physical health, restoring dignity, and enhancing quality of life
- Designated health facilities across four local government areas received supervisory support, medical supplies, and mentorship, leading to improved service delivery and readiness to manage leprosy and LF cases effectively
- Six self-care groups were revitalized and equipped with essential tools, medicines, and training to help individuals manage leprosy-related disabilities independently
- These groups now function as grassroots support hubs, enhancing community-based rehabilitation and promoting long-term wellbeing
- Community dialogue sessions reached diverse groups, including local leaders and youth, addressing myths and promoting inclusiveness for persons affected by leprosy
- School outreach programs impacted 100 students, equipping the next generation with knowledge on hygiene and disease prevention, while promoting empathy and social inclusion
- Advocacy engagements with State Ministries of Health and local government authorities led to increased political goodwill and commitments for counterpart funding and policy-level support for NTD interventions
- The involvement of faith-based leaders and local churches created additional avenues for health messaging and volunteer mobilization

Advocacy – The global membership support levy, which TLMNI contributes as a member of the Global Fellowship, funds strategic posts and activities, including advocacy. The following key global advocacy developments were achieved during the year:

- A major advocacy win in 2024 saw the Maltese parliament repeal a law that discriminates on the grounds of leprosy. Since repealing this law, the Government of Malta has become an active partner in the work to repeal these discriminatory laws in countries across the world.
- In 2024, The Leprosy Mission International hosted a side event at the United Nations' CRPD Conference on the right to work and employment for persons with disabilities in low- and middle-income countries. This included a keynote speech from the UN's Special Rapporteur on the rights of persons with disabilities, as well as contributions from the World Bank, UNESWCWA, and civil society representatives. The Leprosy Mission also contributed to the General Debate at the conference through a short speech to the Civil Society Forum.
- A Member-Appointed Working Group on the topic of advocacy was formed and began work in 2024. This group has already contributed significantly by supporting the inclusion of advocacy within The Leprosy Mission's new Global Strategy and developing an Advocacy Toolkit to support TLM teams in delivering the advocacy components of our Global Strategy.
- Persons affected by leprosy were engaged in the consultation process for the development of the new TLM Global Strategy. Leaders of Organisations of Persons Affected by Leprosy from Asia and Africa were consulted throughout the strategy development process.

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Where our support comes from

Our income is received from a variety of sources, the majority of funds coming from individuals (including legacy giving) and churches across Northern Ireland. Our core supporter base continues to faithfully prioritise persons affected by leprosy in their charitable giving and we continue to extend our sincere thanks to each and every supporter for their generosity. TLMNI received a total income of £677,620 in 2024 (2023: £788,019); while our overall income was 14% lower than in 2023, this was largely due to a sharp drop in legacy giving in 2024 to £36,553 (2023: £256,385;), over which Trustees have no influence year on year. Local church and individual supporters have continued to give generously throughout the year, with general donations (including responses to direct appeals) and gifts received in 2024 increasing by £100,879, or nearly 25%, compared to the previous year (2024: £506,765; 2023: £405,886). This increase in donations arose from an outpouring of generosity in response to i) an emergency appeal after devastating landslides at the end of September 2024 threatened operations at Anandaban Hospital in Nepal (raising £73,475); and ii) implementing a match-funded Advent appeal that raised a total of £65,893. We are grateful for a £20,000 grant from 'Joy of Generosity' that initiated this match fund and to 42 generous supporters who together contributed £18,115 to further build the fund before launching the match-funded Nepal-focused Advent appeal. During the year, we had a total of 245 regular givers, including 33 newly acquired in the year.

The Trustees were delighted to receive funding grants during the year from The Church of Ireland Bishop's Appeal (£8,694) and the McClay Foundation (£8,386) for the AEP project in Bangladesh. Funds from charitable trusts were also received from the Fisher Foundation (£3,500), the Pennwood Charitable Trust (£1,000), The Blair's Charitable Trust (£1,000), as well as from Radio Cracker (£330). We are deeply grateful to the Boards of Trustees of these Trusts and organisations for their financial support and commitment to our work. TLMNI are also very grateful for a grant of €130,000 (£107,898) from the Department of Foreign Affairs and Trade (DFAT) for the second year of 'Dignity First', a 3 year project (2023-2025) in Nepal that seeks to improve the health, well-being and dignity of 1089 people affected by leprosy and enhance the technical capacity of 90 Government health workers and 300 Community Health Volunteers to identify, diagnose, treat, and manage leprosy and complications.

2024 was the 150th anniversary year of the foundation of The Leprosy Mission. To give thanks for all that has been achieved in 150 years of the mission and for God's faithfulness throughout, we planned a series of special church partnership and supporter engagement activities (both globally and locally). This anniversary year was used as a launchpad to engage new audiences as we seek to see an end to leprosy once and for all. TLMNI hosted Dan and Babs Izzett, persons affected by leprosy who are originally from Zimbabwe, as special guests for our special World Leprosy Day (WLD 28th Jan) events. These included a special WLD service held at Knock Presbyterian Church at which Dan spoke, an afternoon meeting at the T3 Conference centre in Lisburn at which the Izzetts shared their experience of being affected by leprosy, and an evening prayer service at Emmanuel Church, Lurgan. In February, National Director Joanne Briggs spoke at a BBC Radio Ulster broadcast service for World Leprosy Day at Elmwood Presbyterian Church.

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In total, taking advantage of opportunities created around TLM's 150th anniversary, 2024 saw a 50% increase in speaking engagements (2024: 78; 2023: 52) compared with the previous year. We also made a significant effort to exhibit at Summer Conferences (Keswick, Portstewart; New Horizon, Coleraine and Bangor Worldwide Missionary Convention) with newly-branded banners, notebooks and bags being prepared to share with supporters and engage new leads. Global engagements saw TLMNI staff and Board members visiting field partners, projects and persons affected by leprosy. Joanne Briggs, National Director, attended TLM Representative Management Group meetings in Kathmandu in March, and together with Joy Jamieson, TLMNI Finance and Office Manager, visited the Nepal Country Office, Anandaban Hospital and the Dignity First project in Simara. Joy had the opportunity to visit three women who had been featured in a TLMNI article 20 years previously and to see how their lives had been transformed and they had been given hope through the vital work of TLM Nepal.

Board Chairperson, Judith Carson, attended the TLM 150th Anniversary Celebrations in Delhi, India, in November 2024 together with Fiona Davidson, TLMNI Board Member (and former Board Chairperson). This event opened up opportunities to meet with representatives from the projects supported by TLMNI. Various meetings took place with Board Chairs and Country Leaders resulting in greater networking across the global organisation and developing stronger relationships. Visits were arranged to Hospitals and new projects in Delhi to see first-hand how TLM is making a difference in the lives of people affected by leprosy. These field visits have led to additional supporter engagement opportunities, opportunities to publish magazine articles and a greater understanding and passion to share first-hand experiences of the transformative and challenging work undertaken by TLM in its mission to defeat leprosy.

Trustees are delighted that The Leprosy Mission still holds a special relationship with over 183 congregations across Northern Ireland who faithfully gave donations during the year, church giving remaining steady throughout the year. Intentional follow up and proactive engagement was also prioritised with 19 key church partners and 41 other supporting churches during the year helping to nourish relationships and keep the needs of those affected by leprosy at the fore in busy congregation schedules.

In spite of an encouraging 150th anniversary year, the impact of the decline in church attendance since the COVID pandemic continues to be felt, with a number of church leadership vacancies, mid-week group closures and aging congregations no longer able to support as many mission agencies. These external factors have a considerable impact on our work amongst churches in Northern Ireland and are an area of concern for the future as we continue to find meaningful ways to connect and engage with churches.

TLMNI relies heavily on the commitment and support of over 200 Church Representatives (volunteers) across Northern Ireland who faithfully pray, raise awareness and financial support in local churches, groups and Christian faith-based organisations. These Church Representatives provide very important support for our work, ensuring that the voice of those affected by leprosy is heard in different locations in Northern Ireland and that those who support TLMNI financially are provided with regular updates about how their giving is helping to transform lives every day.

Our magazine, INTOUCH, is sent out to supporters to thank them for their kind generosity and communicate the impact of their giving. The three editions in 2024 covered themes of healing, help and dignity. INTOUCH was sent to an average of 5015 supporters per edition in 2024. While the purpose of INTOUCH is to thank supporters, supporters touched by the impact stories shared donated a total of £37,527 over the year.

During the year, TLMNI continued to strengthen online engagement activities through social media platforms and the creation of videos used to promote and raise awareness, and to help supporters hear first-hand accounts from persons affected by leprosy and frontline TLM staff. Monthly prayer emails were circulated via email to 582 supporters, as well as programme updates from overseas partners and promotion of key supporter events. TLMNI also held online prayer sessions for supporters during our Global Day of Prayer in May. Traffic to the website and views on socials saw an 18% drop in website visitors in 2024. Algorithms that are outside of our control disadvantage smaller charities with less budget for advertising. This is an area we need to continue to build upon as we seek to raise awareness of those affected by leprosy, remain relevant and connect with new audiences beyond our normal pool of supporters. However, despite this, we saw an encouraging 26% increase in the number of online donations and a 20% increase in the value of online giving.

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Financial review

The results for the period are set out on pages 21 to 42. The charity returned a deficit of £170,385 (2023: surplus of £35,825) of which there was an unrestricted deficit of £242,602 (2023: surplus of £35,635) and restricted surplus of £72,217 (2023: surplus of £190).

As at 31 December 2024, the level of unrestricted reserves held was £546,156, of which £435,000 has been designated by the Board at the year end.

In light of fundraising challenges faced in recent years, the turbulent global economic and political climate and the recent significant drop in levels of legacy giving, over which we have little control, the Trustees have continued to review the levels of reserve and designated funds of the charity at the end of 2024.

During the year, Trustees have made decisions in line with our Reserves Policy as updated in 2023. In calculating the reserves needed, we have excluded any funds committed in property and equipment necessary to undertake our work. Restricted funds have also not been included as they are held by the charity for only as long as necessary before transfer to the respective project or country. In this uncertain and volatile climate, Trustees have been keen to ensure both local and global sustainability, whilst at the same time ensuring that funds, where possible, are remitted to overseas projects as quickly as possible. In line with these principles, Trustees have been implementing a plan to reduce cash reserves whilst ensuring that sufficient reserves are in place as per good practice guidelines for both operational and project commitments. Funding commitments for leprosy programmes are made to global partners in advance of the funding being received in any financial year. Commitments are based upon a financial review of projected income and expenses and planned fundraising activities during the year. In line with policy, the Trustees have continued to retain the charity's programme reserve at at least 25% of normal funding commitments for the purpose of honouring any agreed funding commitments and to have an appropriate amount of match funding in place as part of our commitments for the Dignity First project in Nepal (2023-2025) and our anticipated commitment of match funding for a potential DFAT-funded project Olikanassa in Mozambique. Reserves continue to be kept under review as per normal financial monitoring procedures.

As part of our good governance, Trustees regularly review the charity's risk register to assess any risks to which the charity may be exposed, in particular those related to safeguarding, global programme operations, the potential loss of income streams and ensuring compliance with regulators and standards of best practice. A separate Safeguarding Risk Register, developed in 2021 as part of the roll out of updated safeguarding policy and procedures, continues to be reviewed on a quarterly basis. Trustees are satisfied that systems are in place to mitigate exposure to the major risks, including any new risks that have been caused by the global economic downturn. Board members, as part of board meeting proceedings, have as a standing agenda item the requirement to disclose any conflict of interest when discussing the Charity's business agenda. Trustees, in partnership with other global TLM national offices, ensure that any harm that may flow from its activities is mitigated through agreed global policies and safeguarding arrangements.

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Plans for future periods

The Leprosy Mission launched a new 5-year Global Strategy (2025-2030), developed in consultation with the leaders of Organisations of Persons Affected by Leprosy, at its 150th anniversary celebrations in New Delhi in November 2024. This strategy outlines the long term change we want to see as well as the priorities we will focus on globally in the coming period. It is centred on Christ, with its top priority being to break leprosy transmission as we work towards our long term goal of zero leprosy transmission by 2035. Our two other focus areas of zero disability and zero discrimination are also very important pillars of the strategy. The new Global Strategy adds a fourth pillar focussed on improving and increasing fundraising efforts to fund the defeat of leprosy to completion.

As we approach the end of the current TLMNI 5-year strategy, *It's Time to Make Leprosy a Thing of the Past* (2021-25), the Board of Trustees will conduct an end-term strategic review in 2025 of performance and progress against the key performance indicators (KPIs) in our strategy, as revised following a mid-term review in 2023. This exercise will lay the foundation for developing our next 5-year strategy in Q3 and Q4 of 2025. Efforts will be made to include key stakeholders at all stages in the strategy development process. The Trustees anticipate that a strategic action plan will be in place by the end of Q4, 2025, ensuring strong and successful implementation to the new 2026-2030 TLMNI strategy going forward. In preparation for this new phase in our organisational development, we will continue to invest to strengthen relationships with our current supporter base and in the acquisition of new donors in 2025.

TLMNI plans to continue its support of programmes and projects in India, Nepal, Bangladesh and Ethiopia in 2025 with an increasing focus on prioritising the funding of projects that contribute towards our global strategic goals of zero transmission, zero disability and zero discrimination. We will continue building relationships with local trusts and grant providers, as well as working collaboratively with other TLM members to maximise opportunities for joint applications for project funding in support of the Triple Zero's. Having applied (as lead applicant) in Nov 2024, together with TLM Mozambique and TLM Great Britain, for Department of Foreign Affairs and Trade funding for project Olikanassa in Mozambique, we expect this 3-year project, which aims to improve the health, well-being and resilience of remote, rural communities affected by leprosy, disabilities, climate impacts and gender inequality in Zambezia province, Mozambique, if approved, will commence in September 2025.

Structure, governance and management

The charitable company is a company limited by guarantee, registration number NI 640401 and is a charity registered in Northern Ireland, registration NIC 106322.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr M Noble

Mrs F Davidson (Outgoing Chair until May 2024)

Mr T Doran

(Retired 20 May 2024)

Mr J Caples (Honorary Treasurer)

Miss J Carson (Incoming Chair from May 2024)

Miss H Johnston

Mr R Marshall

Rev P Hilton (Vice-Chair from May 2024)

Ms J Willcocks

Dr O Hilliard/Guy (Co-opted Dec 2024)

Mr P Walker (Co-opted Dec 2024)

Four Trustee meetings occurred during the year (two online and two in-person meetings). All company directors have confirmed their willingness and eligibility to act as a Director and have declared that they do not have any conflict of interest in doing so. There are no related parties or significant interest to be noted. None of the Trustees have any beneficial interest in the charitable company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of the company winding up. Trustees are unpaid and are not remunerated for their trusteeship.

THE LEPROSY MISSION NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

New Trustees are recruited as per the Memorandum and Articles of Association. Two new Trustees will be proposed for election at the 2025 AGM, as they were co-opted at the December 2024 Board meeting.

During the year the Finance & Audit Committee met 4 times and the Supporter Engagement committee met once. All sub-committees, as delegated sub-groups of the Board of Trustees are made up of staff and members of the Board to further agree work items in each of these respective areas and to report back to the Board of Trustees for review and further action. Jo-Anne Thompson (Head of Fundraising Development, TLM International) and Stuart Towell (Campaigns & Supporter Experience Manager, TLM Great Britain) have been co-opted as members of the Supporter Engagement Sub-committee to strengthen and bring expertise to the committee as we seek to recruit additional members with fundraising expertise.

Governance & Nominations Sub-Committee:

Mr T Doran (until April, 2024)
Mrs F Davidson (Chair until April, 2024)
Mrs J Briggs (until 31 October, 2024; outgoing National Director)
Miss J Carson (Chair from Sept 2024)

Finance & Audit Sub-Committee:

Mr J Caples, Hon. Treasurer (Chair)
Mrs F Davidson
Mr M Noble
Mrs J Briggs (until 31 October, 2024; outgoing National Director)
Mrs J Jamieson

Supporter Engagement Sub-Committee:

Miss J Carson (Chair)
Mr R Marshall
Mrs J Briggs (until 31 October, 2024; outgoing National Director)
Mrs H Coulter
Mr S McCartney
Mrs J Thomson (TLM Head of Fundraising Development)
Mr S Towell (TLM Campaigns & Supporter Experience Manager)

The Board of Trustees is responsible for the review of all activities, approval of budgets and future strategy. They undertake a full programme of Board strategic and governance activity including regular reviews. The National Director has delegated responsibility for all operational matters including the management of the staff team, programmes and budgets. During the year, the National Director, Joanne Briggs, resigned with effect from 31st October 2024. The Board and the Governance and Nominations Sub-Committee met regularly to plan for the recruitment of a new National Director. Engage Executive Talent were commissioned to take forward recruitment procedures. This resulted in the successful appointment of Dr Joy Fleming, who took up the post of National Director in April 2025. Mrs Jo-Anne Thomson, Head of Fundraising Development at TLM International, served as part-time Interim National Director from November 2024 to April 2025. The Trustees gratefully thank TLM International for the in kind release of Mrs Jo-Anne Thomson's time for the benefit of TLMNI operations. The charity currently employs 3 full time and 3 part time members of staff. During the year, the fixed term contract for the role of Supporter Engagement Officer was reviewed and the Board agreed to extend it for a further year until August 2025.

During the past year, the Board approved a number of updated or new policies and procedures, including updates to the Employee Handbook, Financial Procedures, Bribery and Fraud Prevention Policy, Internal Audit Policy, Fixed Assets Policy, Currency Exchange Policy, Net Contribution to Global Projects Policy, Anti Money Laundering and Counter Terrorism Policy, Procurement and Supply Chain Policy, and Lone Worker Policy. At the end of 2024, all staff participated in the TLM Global Staff Engagement Survey with good results being achieved across all areas and all respondents reporting that they would willingly recommend TLM as a good place to work. Results will be further reviewed in 2025 and plans put in place to further strengthen and develop the current staff team, particularly in the areas of well-being and work/ life balance.

THE LEPROSY MISSION NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Safeguarding

Globally, The Leprosy Mission expects the highest standards of professional practice in all our work and contact with people – particularly with Children, young people and vulnerable adults. We are committed to safeguarding all people, including children and vulnerable adults from harm and ensuring their rights to protection are realised. In 2024, global safeguarding policies and procedures continued to be rolled out across the organisation with any concerns or reported global cases being dealt with as per our procedures. The Trustee supporting the National Director with safeguarding matters resigned as a board member in October 2024. Another Trustee has been providing the National Director with this support in the interim to ensure that the Board is fully updated as required while a Trustee with appropriate skills and experience is sought for a longer term appointment. Safeguarding remains a standing agenda item for all Board and staff meetings and quarterly reports are also submitted to TLM International.

Key Management Personnel Remuneration

The pay of the charity's National Director is linked to the National Joint Council (NJC) scales and reviewed annually by the remuneration committee as part of Finance and Audit's Committee's responsibility. The remuneration is benchmarked with other charities of a similar operating size and activity to ensure that pay awards set are fair and not out of line with that generally paid for similar roles and level of responsibilities.

The Board of Trustees wish to express their sincere thanks to the outgoing National Director, Mrs Joanne Briggs for her 10 years of faithful service, during which she strengthened and improved TLMNI operations and its place within the TLM Global Fellowship. We also thank Mrs Jo-Anne Thomson for her leadership while serving as Interim National Director and welcome Dr Joy Fleming, who took up the role of National Director in April 2025 and wish her every blessing. We also express our sincere thanks to the whole TLMNI staff team for their flexible working, commitment and unstinting efforts to ensure the ongoing operations of the charity in 2024, The Leprosy Mission's 150th Anniversary year, and for all that they do to help make leprosy a thing of the past.

Statement of trustees' responsibilities

The trustees, who are also the directors of The Leprosy Mission Northern Ireland for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE LEPROSY MISSION NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Auditor

In accordance with the company's articles, a resolution proposing that GMcG LISBURN be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was authorised and approved by the Board of Trustees.


Miss J Carson
Trustee

Date: 28/06/2025