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**ActionAid Ireland
Annual Report &
Financial Statements
2019**



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Cover Photo: Celestine Janji, 39, is a member of the Sauti Ya Wanawake CBO - a local women's group fighting gender-based violence and promoting women's & girl's rights in Mwakirunge, Mombasa county, Kenya.
Photo credit: Natalia Jidovanu / ActionAid Kenya

Message from the Chairperson

For 2019 and my first full year serving as Chair, I continued my journey overseeing the implementation of our strategy, *'Realising Rights for Women and Children: Strategy 2017 – 2021'*. It has been a fascinating experience observing ActionAid Ireland's work at close quarters. I firmly believe ActionAid Ireland's commitment to eliminating poverty, promoting gender equality and social justice makes an important contribution to a more equal society both in Ireland and our partner countries.

As I gained more awareness of the ActionAid International Federation, which spans 45 countries worldwide, I began to appreciate the extent and the potential of the Federation's shared commitment to realise rights for women and children. What makes the Federation's approach so powerful is its ability to enable strong, locally rooted and empowered communities and social movements to become globally connected.

We know that challenging gender inequality is essential if we are to tackle poverty worldwide. The women and children we work with face complex challenges – poverty, inability to access basic rights and lack of public services needed to live a dignified life. That's why our programmes around the world focus on ending violence against women and girls, supporting women to become economically independent and empowering local women to lead responses to humanitarian emergencies.

When I met the women from the communities where our partner organisations work, it reinforced my belief that the best solutions come from the women and communities themselves, informed by their experience and their analysis. This grassroots methodology is the cornerstone of ActionAid's approach to ending poverty and injustice. In addition, we are equally committed to supporting communities to address the structural causes of poverty and inequality.

In 2019 the management team organised an independent mid-term review of our Strategy. The Board engaged with the review and its findings and as a result, we approved a Plan for 2020 - 2022. Its implementation will be rigorously reported on by management to the Board and the Board will exercise stringent oversight to ensure that the work we do has the most sustainable impact for the communities and individuals we work with.

I attended two supporter events in 2019, organised to meet and thank our amazing supporters.

These events offered supporters and the public the chance to hear first-hand testimonies of our work directly from our partners and international colleagues. It was my pleasure to speak as Chair at these events, explaining how we as a Board oversee the organisation's work. We were happy to invite questions and to be as accountable as possible. These events were a fantastic opportunity to meet supporters dedicated and committed to the values and vision of ActionAid. We intend to hold at least four supporter events in 2020.

Some Board members stepped down in 2019. Their service is much appreciated and they will be missed. We welcomed new members in 2019. We value them stepping forward, bringing their experience and expertise to bear on our stewardship. Board members bring an important mix of talents to the organisation, supporting and challenging both themselves and the staff to be the very best that they can be in all our objectives.

Our ActionAid International representative on the Board, Patti Whaley, stood down in June 2019 having served three years on the Board. Patti brought an invaluable international perspective and added immensely to the Board. We are in the process of identifying her successor and look forward to having an equally positive relationship with her replacement.

ActionAid Ireland simply couldn't continue to achieve these positive changes in the world without the generosity of our supporters; our sincere thanks go to them and to our funders. In addition, our skilled and committed staff are key to the effective realisation of our vision and mission.

As I write, the effects of Covid-19 on the communities we work with are only emerging. We will, with your support, endeavour to mitigate the worst impact of this extraordinary health crisis on the most vulnerable. Let's face these challenges together in solidarity with those most affected.

Wishing you and yours the very best.

Anna Lee



Message from the CEO

In 2019, we were able to continue to change lives for the better for 4,645 children, their families and communities in nine locations Cambodia, Vietnam, Nepal, Uganda and Kenya. This was made possible by the generous support of child sponsors and other regular givers.

We supported vulnerable communities struck by disaster in 2019; Cyclone Idai made landfall in March, devastating whole regions of Mozambique, Zimbabwe, and Malawi, destroying 35,000 homes. 2.6 million people were affected, and hundreds of people died. We supported locally led ActionAid teams on the ground to respond immediately with relief items such as food, blankets, hygiene kits, water sterilising tablets, water containers, clothes and tents. In support of ActionAid Palestine, we were able to respond to the humanitarian crisis in Gaza, Palestine, through our TV Food Appeal campaign.

"ActionAid is one the leading international organisations advancing Human Rights based work through their Irish Aid funded women's rights programmes in Ethiopia, Kenya and Nepal"

- Tánaiste & Minister for Foreign Affairs and Trade, Simon Coveney TD

In 2019 we continued our project to end female genital mutilation / cutting (FGM/C) overseas and in Ireland. Our work with women in Direct Provision centres in Cork city was visited by An Tánaiste Simon Coveney TD in November, when he commended ActionAid Ireland's work in women's rights and praised participants for their courage in fighting FGM in Ireland. This work continues in 2020, supported by voluntary income in Ireland and by Irish Aid overseas.

"We made strides to stabilise our fundraising income base in 2019 which we will build on in 2020"

Growing our regular income base has been an explicit priority since 2017. Much hard work in 2019 yielded positive results, with our income 7% higher than in 2018. Our unrestricted regular income base is starting to grow, as are our cohort of supporters for humanitarian appeals. These are gains we will strive to build on in the next three years.

2019 was the mid-point of our five-year strategy 'Realising Rights for Women and Children: Strategy 2017-2021', so it was timely to independently assess our progress. The reviewers concluded that reasonable progress was being made and they identified ways to further improve our targeted approach.

Based on this feedback, the Board approved a clear and focused Plan for 2020 – 2022. In recent years, we looked closely at how we safeguard all of whom we come into contact to ensure we do everything in our power to prevent abuse. Those people include women and girls in developing countries, volunteers, staff members and supporters. We are committed to creating an environment where people feel able to call out abuse.

As part of this, in 2019 we implemented our Global Feminist Leadership Principles Framework which we workshoped with staff and the Board in Ireland. We also worked with colleagues across ActionAid International to agree a global safeguarding plan which ensures we are implementing best practice in all our work.

"We value our Annual Report as a means for accountability to our supporters"

The Annual Report is a key element of our accountability to our supporters, donors, regulators and the people we work with in some of the world's poorest communities. I am happy to share that the 2018 Annual Report was shortlisted in 2019 for a Good Governance Award – a most welcome recognition of the efforts we have made to improve our reporting and enhance our accountability.

ActionAid Ireland is compliant with sector governance standards, also known as the 'triple lock' - the NGO Code of Corporate Governance, the Statement of Guiding Principles for Fundraising and Charity Statement of Recommended Practice (SORP). By the end of 2020 we will be fully compliant with the Charity Regulatory Authority Charities Governance Code. We continue to be a member of 'Integrity at Work', a programme that promotes a progressive and ethical workplace, and encourages a culture of speaking up against wrongdoing.

"Challenges in 2020"

I hope this report inspires and assures you that the work we're doing is making a real impact. 2020 is already an extraordinary year; we will continue to support children and communities most affected by the Covid-19 crisis in the knowledge that supporters who are able to help at this time, will do so.

We truly value your solidarity, working together to change lives of the most vulnerable.

Siobhán McGee



Our Vision

A world without poverty and injustice in which every person enjoys the right to a life with dignity.

Our Mission

To work with poor and excluded people to eradicate poverty and injustice.

Our Values

- Mutual Respect
- Equity and Justice
- Integrity
- Solidarity with People Living in Poverty and Exclusion
- Courage of Conviction
- Independence from any religious or party-political affiliation.
- Humility

Our Strategic Goals (2017 to 2021)

1. Realise Rights for Women and Rights for Children: To work with grassroots community groups, movements and partners to realise rights for women and rights for children.

2. Mobilise Resources: To mobilise funds and supporters in Ireland in support of ActionAid's social justice, gender equality and poverty eradication goals.

3. Transparent and Accountable: To ensure ActionAid Ireland is sustainable, accountable and meets the highest standards.



Photo: Two members of the women's watch group, Ethiopia
Photo credit: Meseret Amsalu / ActionAid Ethiopia

Income & Expenditure

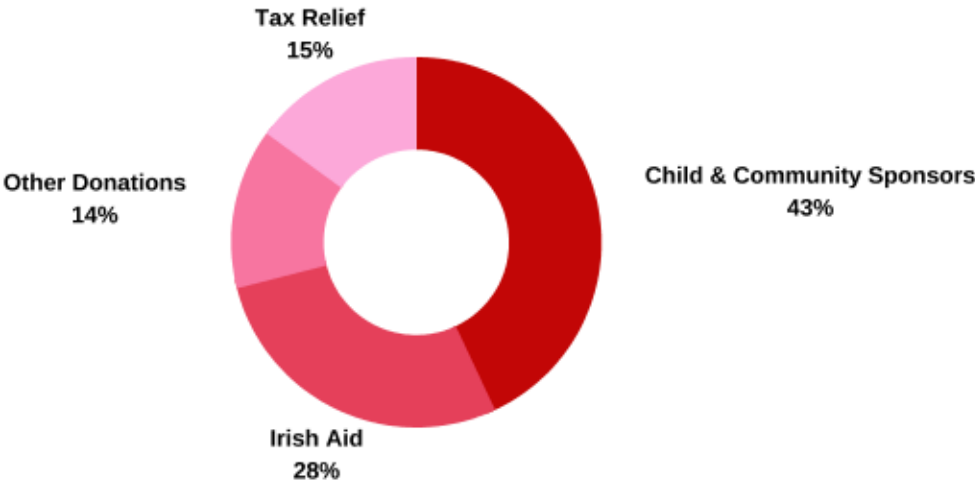
Income: €2,765,128

Child & Community Sponsors: €1,177,833

Irish Aid: €778,052

Other Donations: €394,423

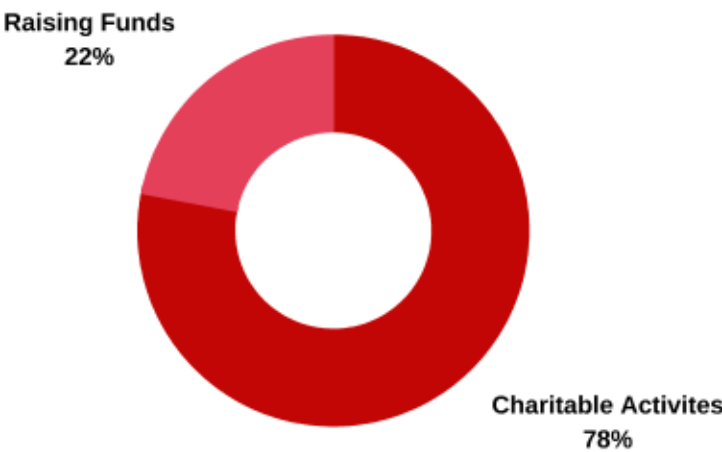
Tax Relief: €414,820



Expenditure: €2,683,173

Charitable Activities: €2,091,564

Raising Funds: €591,609



2019 Results

Goal 1: Realise Rights for Women and Rights for Children: To work with grassroots community groups, movements and partners to realise rights for women and rights for children.



Our project to End FGM in Cork was acknowledged by An Tánaiste Simon Coveney TD when he attended our 2019 Graduation Ceremony for our participants. The Tánaiste commended our work and the women who took part in the programme.

Through Child Sponsorship, 4,509 families in Ireland were mobilised to support five countries to positively impact children's lives and their families and communities. This number has decreased from 4,622 in 2018.



ActionAid became the first global organisation to have our approach to humanitarian emergencies independently verified & accredited under the Core Humanitarian Standard's (CHS) Alliance's Humanitarian Quality Assurance Initiative (HQAI). CHS puts the active agency of people living in poverty and impacted by an emergency first.

Goal 2: Mobilise Resources: To mobilise funds and supporters in Ireland in support of ActionAid's social justice, gender equality and poverty eradication goals

Regular giving, especially Child Sponsorship, continued to provide the core of our voluntary income. **In 2019, voluntary income was €1,987,000 - a 12% increase on 2018.** This was made possible by an increase in our Tax Rebate income & some positive developments in other voluntary income.

Our 2017-2021 fundraising strategy is to grow our donor base, increasing support from cash & emergency appeals so we can support communities facing humanitarian disasters even more. **In 2019, we made significant gains in our fundraising appeals, increasing donations by 121%.** These gains helped offset lower Child Sponsorship income during the year (-2% on 2018 figure).

We had an increase in supporters making a regular monthly donation to ActionAid, from 503 in 2018 to 814 in 2019. **The number of other donors who made one-off gifts grew from 1,025 in 2018 to 2060 in 2019.**



**99% of
annual
target
income
achieved**



**62%
increase
in regular
givers**

**101%
increase
in one off
donations**

Goal 3: Transparent and Accountable: To ensure ActionAid Ireland is sustainable, accountable and meets the highest standard

In 2019, we held three supporter events to raise public awareness of our work. These were attended by 186 supporters and members of the public. We opened our office on Culture Night where 116 people – both supporters and members of the public – attended this event. In addition, our 2018 Annual Report was shortlisted for a Good Governance Award in 2019.

Realising Rights for Women & Children

Child Sponsorship

In 2019, through our child and community sponsorship programmes, we were able to continue to change lives for the better for 4,645 children, their families and communities in nine locations across Cambodia, Vietnam, Nepal, Uganda and Kenya.

Here are their stories:

Sponsors: 928
Expenditure: €172,868

Children's Education in Nepal



Photo: School children from the Child Learning Centre, Nepal
Photo credit: Sabin Shrestha / ActionAid

"I live with my parents and two siblings. My parents cannot help me to do my daily homework assignments. It made me really sad and I did not feel like going to school."

In the urban areas of Kathmandu where ActionAid works, many of the sponsored children we support are the first in their families to attend school. This is a source of pride for their families, but it can come with challenges as they have no one at home to help with their homework. This is Angy's story, aged 13, quoted above.

Thanks to the support of child sponsors, ActionAid has established a Child Learning Centre in Angy's community where 35 vulnerable children go after school each day to get help with their homework. ActionAid supports a facilitator to help with assignments and to develop team-building skills through play. Since setting up the centre, we have seen a marked increase in the confidence levels of those participating.

Angy now helps younger children with their homework. She told us: "We sing songs, practice dance, and draw pictures. It has become my favourite place. Thank you for creating such a beautiful space for children like me."

Improving Literacy for Women in Kenya

Sponsors: 1553
Expenditure: €282,967



Photo: Josephine & Zosi with their women's group in Marafa
Photo credit: Cosmas Menganyi / ActionAid Kenya

"I was not privileged to have a chance to go to school. I always felt left out in my life. I joined this women's group because I believe it is never too late to learn. Knowing how to read and write makes me feel good. Whenever we went to meetings, I always wanted to write my name on my own." Zosi, 54, tells us.

A Women's Literacy group was set-up by ActionAid in Marafa, Kenya. Our aim is to improve the lives and living standards of young women in the area in order to help lift children and families out of poverty. We trained 20 local women from small communities in Marafa to become teachers in basic literacy, unpaid care work, and farming projects. One of the women we trained, Josephine Baya, set up a women's group in her small community with 30 women taking part. Just six months later, she is now working with 70 women, such as Zosi who is quoted above.

Josephine told us: "We are dreaming big as women. We are in the process of registering this group with the ministry of social services and opening a group bank account to help us save and invest. We also intend to begin buying plastic chairs so that we can hire out to members of the public at a fee. The seats project is an income-generating activity we have had in mind for a long time now. We are grateful to ActionAid for this initiative. We are empowered for better lives."

Realising Rights for Women & Children

Child Sponsorship

Supporting & upskilling young people in Uganda

Sponsors: 798

Expenditure: €148,361



Photo: Francis coaching his team on data entry in excel
Photo credit: Moses Okwonga / ActionAid

In Uganda, the opportunities for young people are limited. There is high youth unemployment due to a lack of education and skills. Those who have jobs are usually employed in the poorly-regulated informal sector, which limits their ability to build a sustainable livelihood and reach their full potential.

With the support of child and community sponsorship, ActionAid have embarked on a four-year project to empower 5,260 young people in northern Uganda with employability skills, entrepreneurial knowledge and business support. We will also train young people on how to collectively lobby the government and influence decisions that will affect their futures.

In Amuru, we are implementing a food and education project to train the next generation of farmers through the Junior Farmer Field School, at Lamoki Primary School in Nwoya District. Here, we will build the agricultural and life skills of 200 children aged between 12-18 years.

Francis Onoba (pictured), is a graduate of ActionAid's Farmer Field School Training; "Finding my own employment has liberated me, given me confidence and certainty. I am now able to provide for my basic needs and make a saving each month. I plan to expand my business by providing internet café services and offering colour printing services. I am grateful to ActionAid for transforming my life. I am certain that I will never be the same again."

Reducing violence against women and girls in Vietnam

Sponsors: 926

Expenditure: €185,105



Photo: Duong Thu Huong & her friend in Tam Son town
Photo credit: Nguyen Thi / ActionAid

A research report by ActionAid found that almost 90% of women and girls in Vietnam have reported having encountered sexual harassment in a public place, while two out of three subsequently do not take action against it. Perpetrators are rarely brought to justice.

ActionAid is working to end violence against women in Vietnam. We organised an awareness-raising event at Tam Son secondary school and introduced the S-City (Safe City) mobile application, which offers many functions such as mapping, safety alerts, emergency calls, assessing public services, and reporting where sexual harassment occurs. Over 400 young people attended the event.

With the support of child & community sponsors, the app has engaged 10,000 people in Vietnam. Young students are now empowered to speak out against gender-based violence; local roads have been equipped with safety cameras and street lighting. Frequent police patrols are made at places marked as unsafe to reduce the acts of sexual harassment in public places. Whenever women and girls are planning a journey, they can go the safest possible route.

Duong Thu Huong (pictured left), who participated in the event, tells us her experience: "The event gave us an explanation of sexual harassment and talked about our rights of bodily integrity. ActionAid taught us about the mobile app 'S-city'. I really like this app. A lot of friends around me have already used it. We think that it's really useful and we hope that girls in other towns and cities can get access to it, like we do!"

Realising Rights for Women & Children

Child Sponsorship

Promoting sustainable agriculture in Cambodia



Photo: Thuok Thorn, a 56-year-old female farmer from Cambodia
Photo credit: Sabin Shrestha / ActionAid

Sponsors: 304

Expenditure: €57,568

Families living in impoverished areas in Cambodia often face food shortages during the rice farming season. They are heavily reliant on this season for their income. Their challenges include outdated farming techniques and irrigation systems, as well as natural disasters. Sadly, it is often children's education which suffers as a result of this poverty.

ActionAid is working to end the cycle of poverty by educating farmers in sustainable agriculture methods. This year, we delivered training courses to local farmers to improve farming methods and to adapt to the changing climate to ensure sufficient food supply and income generation. Families are now equipped with more resources and techniques to have food all year round. This supports their living and as a result, their children are able to stay in school.

Meeting with Thuok Thorn (pictured above) at her vegetable garden where she grows many kinds of vegetables for sale and domestic use, she smiles and says, "After cleaning my house and preparing dishes, I always come to my vegetable garden to take care of my vegetables and after that I go to the fish pond at the west of my house to feed my fishes."

When we asked her about her previous situation, she told us of the factors which caused her family to fall into poverty: "Before, my husband didn't have a stable job and sometimes went out all day drinking alcohol and gambling. When he returned home, he would sometimes threaten me with violent behaviour. There was no income or happiness. My life changed when ActionAid gave us training, skills, ideas and techniques on growing crops and raising animals like chicken and fish. "

"We now have a good income and I'm very thankful to ActionAid for the change it has brought to my family."

Realising Rights for Women & Children

Women's Rights Programme

Highlights of 2019

Phase two of this programme continues to see progress made by changing the behaviour of women, men, religious/cultural and traditional leaders as well as government officials in our partner countries.

As a result of the behaviour change approach, women and girls are beginning to feel safe from violence as well as enjoy better economic opportunities.

In 2019, ActionAid Ireland sent the Country Behaviour Change Champions – who are also our programme implementers – to a summer school at the Centre for Behaviour Change, University College London. The purpose was to receive additional training on how best to apply and improve the application of the Behaviour Change Approach, taking onboard lessons from 2018.

Nepal

In Nepal, the behaviour change approach is contributing to reducing the burden of work on women through transforming what used to be taboos into acceptable practices, such as men supporting women with household chores. For example, in Parsa where the Women's Rights Programme is currently being implemented, 10 men interviewed had already started participating in household labour redistribution, allowing their wives to also engage in income generating activities.

Some results:

- The local government in Madi supported ActionAid's programme by running awareness campaigns in the local media (FM stations) and through street drama, in addition to monitoring compliance with the public transport regulations to improve safety for the women using public transport system.
- Our programme worked with over 250 girls in five schools to improve knowledge on processes of reporting sexual harassment, leading to the establishment of suggestion and complaints boxes by the school management committee to enable reporting of cases. This has led to an increase in the number of girls reporting sexual harassment cases.
- In collaboration with the local partners and the Ministry of Social Development in province two, ActionAid organised a gender-based violence (GBV) conference, bringing together over 200 women, civil society organisation representatives, security personnel, media, local government and academia to advocate for the need to address access to justice for GBV survivors.

Kenya

In Kenya, our programme clustered the most marginalised women in the region into 19 groups over two locations. We then introduced an Outreach Services approach, deploying a total of 42 women locally as facilitators to work with the "hard to reach" women. This approach led to increased participation by "hard to reach" women in community development meetings. The hard to reach women's ability to recognise their unpaid care work also improved and as a result, they reported engaging the support of other family members to redistribute the work to free up time for other engagements.



Photo: Askale (38) who is a member of the women's group in the Menja community, Ethiopia
Photo credit: Hailu Nurilegn / ActionAid Ethiopia

Realising Rights for Women & Children

Women's Rights Programme

Some results:

- A total of 320 girls were targeted in girls' forums in Kishushe and Kamuthe by our project in 2019. This led to six girls from Kamuthe being saved from Female Genital Mutilation (FGM) after reporting it to the Women's Rights Network.
- 26 violence cases reported to the Women's Network. Twenty one proceeded to court and 8 cases were concluded within the year with 4 perpetrators being sent to jail
- 42 "hard to reach" women took up livelihood activities for the first time during 2019, with a majority of hard to reach women making a profit in 2019 and managing to send their children to school without struggling. We also saw another 43 women start to diversify their streams of income with the aim of becoming economically resilient.
- In various community development forums, community members nominated women as candidates for leadership positions. In Garissa, seven women were elected into the hospital committee which is composed of 12 members; seven women out of nine were elected onto the disaster committee; and four women are now members of the school board of management which is composed of 14 members.
- Awareness activities on Women's Right to Land was conducted in Kishushe to seize the opportunity of an adjudication exercise by the Lands Office in the community. This saw 32 women registered to have joint titles with their husbands.



Ethiopia

Armed with additional knowledge and capability, the team in Ethiopia worked with 1,058 girls and 1,155 boys during 2019 to reduce incidences of voluntary child marriage. To strengthen changes in behaviour, the programme collaborated with the district's education and communications office. Here, state actors received communication skills training to encourage continued education and awareness on the dangers of child marriage.

At the community level, the programme worked with more than 986 of the most marginalised women in 2019.

Some results:

- The Menja community is highly discriminated against in Ethiopia. After ActionAid working with the community as a whole, Menja women set up tea and coffee shop as an alternative livelihood, something that was nearly impossible before.
- ActionAid also took the lead in challenging retrogressive pieces of legislation such as those changing membership of community savings schemes to deny marginalised women opportunity to grow financially (The SACCO's law), as well as working with the judiciary to develop a policy against gender based violence.

Photo: A group of men & women participating in the women's rights programme behaviour change training in Nepal
Photo credit: ActionAid Nepal



Irish Aid

An Roinn Gnóthaí Eachtracha agus Trádála
Department of Foreign Affairs and Trade

Realising Rights for Women & Children

Humanitarian Response

ActionAid's Approach to Emergencies

Disasters, crises and conflicts have a disproportionate effect on women and increase the likelihood of their rights being violated and also the risk of Gender-Based Violence (GBV) occurring when the normal systems of law and order are no longer in place. Despite this, and despite the fact that women are always the first responders in their families and communities when a disaster occurs; women are often excluded from decision making processes when planning larger emergency responses and denied access to resources. Therefore women and women's organisations are significantly underrepresented in humanitarian responses and ActionAid is committed to changing this dynamic.

ActionAid focuses on cultivating women's leadership in emergencies to help them play an active role in humanitarian responses. By supporting local women's organisations we are prioritising shifting the power balance so that they can have their say. This is known as our "humanitarian signature".

ActionAid Ireland supports the work of the ActionAid federation in women-led emergency response and has a member of our team who has been trained in the approach and is ready to deploy during disasters to support countries through the AA Emergency Fast Action Response Team (EFAST).

Our response to the Southern Africa food Crisis

Money raised in 2019: €51,581



Cyclone Idai made landfall in March 2019 devastating whole regions of Mozambique, Zimbabwe, and Malawi. A second disaster, Cyclone Kenneth, hit Mozambique a month later, destroying 35,000 homes and exacerbating the devastation already caused by Cyclone Idai.

Both these natural disasters resulted in prolonged food shortages throughout 2019 across southern Africa, with hundreds dead, and 2.6 million people directly affected. ActionAid teams on the ground were able to respond immediately with relief items (such as food, blankets, hygiene kits, water sterilising tablets, water containers, clothes, and tents).

This was only possible because of the generous support of individuals. We also received a generous grant from ElectricAid for the construction of a school classroom in an area of Zimbabwe devastated by the cyclone. The school is currently under construction.



Photo: The after effects of Cyclone Idai in the State of Ngangu, Chimanimani District, Manicaland Province, Zimbabwe.
Photo credit: ActionAid

Our response in Palestine

Our contribution in 2019: €5,503

In support of ActionAid Palestine, we were able to respond to the humanitarian crisis in Gaza, Palestine, through our TV Food Appeal campaign.



Photo: Assenat (4), who lives in Gaza, Occupied Palestinian Territory
Photo credit: Paul Evans/ActionAid

Realising Rights for Women & Children

Humanitarian Response

Photo: The women-led disaster response team during Cyclone Idai, Chimanimani, Zimbabwe.
Photo credit: Zinyange Aunty / ActionAid



Core Humanitarian Standard Accreditation

ActionAid is ensuring that communities affected by disaster are aware of their rights and are involved in all levels of humanitarian response.

ActionAid became the first global organisation to have our approach to emergencies independently verified. This means that our emergency response work is now accredited under the Core Humanitarian Standard (CHS) Alliance's Humanitarian Quality Assurance Initiative (HQA).

The CHS puts the active agency of people living in poverty and impacted by an emergency first. It promotes programming that leads to community empowerment by organisations committing to meeting the nine core standards of the CHS.

Women in Emergencies

As women and girls suffer disproportionately during humanitarian emergencies, we seek to put local women in charge. They advise what their communities need and they oversee the distribution of aid to the most vulnerable, to ensure fairness and transparency. When a disaster strikes, our local staff work round the clock delivering life-saving supplies to the worst-hit communities.

ActionAid Ireland organised a seminar supported by the Dochas Humanitarian Aid Working Group (HAWG) in December 2019. The day was entitled "Localisation under the Looking Glass; a feminist perspective" and had participants from other NGOs and student groups.

The event explored the role of Local Women Humanitarian Responders and the challenges they currently face as well as recommendations for how everyone can support shifting power, resources and decision-making authority in their favour.

Our main keynote speaker on the day was Naomi Tulay Solanke from the Feminist Humanitarian Network (FHN) - a network which ActionAid was part of establishing. She impressed us with her energy, passion and capacity to highlight the role women are taking in humanitarian response.

Realising Rights for Women & Children

Rejecting FGM in Ireland

We are delighted to continue our Against FGM Through Empowerment & Rejection (AFTER) project with residents of the Direct Provision Centre in Kinsale Road, County Cork last year.

The project originally started with funding from the EU in 2016 and is currently generously funded by a private donor.

We are very proud of the AFTER project which has trained nearly 130 people to-date using a methodology shared by our colleagues in Africa. This methodology has managed to reduce FGM by nearly 30% in ActionAid working areas in Kenya.



Photo: AFTER Programme graduates with Tánaiste Simon Coveney, Chairperson Anna Lee, CEO Siobhán McGee and facilitator Ola Bakinson. Photo credit: Allison Moyles

Highlights of 2019

A graduation ceremony for the women who took part in the AFTER Project 2019 took place in November at the Nano Nagle centre in Cork City. The women were awarded their certificates by Minister Simon Coveney TD.

In 2020, we will continue to work on FGM in Ireland by working with two new groups: one for women and one for men. In 2020, we will launch a public petition to urge the Irish government to commit to Ending FGM in Ireland by 2030.



Photo: ActionAid Ireland staff team supporting the 'End FGM by 2030' Campaign
Photo credit: ActionAid Ireland

Mobilising Resources

Fundraising

Highlights and Challenges from 2019

ActionAid Ireland raises funds primarily through the generosity of over 7,000 donors throughout Ireland. Most donors are child or community sponsors, making regular donations to support ActionAid's work in communities in Kenya, Uganda, Nepal, Vietnam and Cambodia. Other donations are received from other individuals, foundations and companies. Many of our child sponsors have been loyal supporters for 10, 20, even 30 years or more.

In 2019 we reached new donors through television advertising, direct mail postal appeals and digital fundraising.

We produced TV advertisements in 2019 in support of our humanitarian work in Gaza and our campaigning work to end harassment in work and preventing child marriage. In 2020, we will return to DRTV advertising and explore alternative and more cost effective fundraising activities.

Our direct mail campaigns on ending Female Genital Mutilation (FGM) and child marriage were successful and allowed us to acquire over 1,500 supporters and nearly €75,000 in donations.

Digital Fundraising

In July 2019, we began testing Facebook and Instagram ads to increase engagement with current and new supporters. We launched two lead-generation campaigns: a hand raiser against Child Marriage in July and a petition to Stop Harassment in the Workplace in October, which was sent to key government Ministers responsible to ratify the ILO convention. Initial campaign results are positive with over 15,000 petition signatures received and 250 donations, 50% of which are new monthly Regular Givers. In 2020, we will continue to press the government to ratify this convention.



ActionTimes

In 2019, we launched a new supporter newsletter, *ActionTimes*. This bi-annual newsletter aims to keep in contact with our supporters and communicate how their fantastic support changes lives. In 2020 we will send two ActionTimes Newsletters in addition to continually reviewing how we can communicate with our supporters most effectively.

Child Sponsorship Price Increase

In January 2019, we undertook a price increase on our Child Sponsorship. This was the first increase in child sponsorship amounts in 12 years and was largely due to inflation increases in all the countries we work in. In 2020, we will look to roll out incremental price increases to our remaining child sponsors.

We are so grateful to our loyal child sponsors for their support on this and would like to say a big thank you to each and every one!

Children in Pursat, Cambodia enjoying their gift fund activities, made possible by our generous donors.

Photo credit: Kuch Chantha & Sorn Chantha / ActionAid



Mobilising Resources

Fundraising

Tax-Back

Tax-back donations of €250 or more from a taxpayer in a calendar year enables ActionAid to claim tax rebates of 45% on the donations value from the Revenue Commissioners. This requires collecting signed CHY3 forms from donors to enable the claims and enables us to meet much of our fundraising and overhead costs.

The Revenue Commissioners made two important changes to the scheme in 2019. These changes allow us to 1) renew donors consent over the phone 2) allow donors to sign the forms digitally. We are implementing these changes in 2020 and expect uptake rates to rise considerably. We would like to say a big thank to our supporters for helping us with this campaign.



ElectricAid

ElectricAid, the staff social justice fund of ESB and Eirgrid, has been supporting ActionAid projects for many years. In 2019, the fund donated to four projects totalling €43,595.

These projects included; installing 12 water solar pumps in the Koh Kong province, Cambodia, to address drought issues experienced by farmers; improving access to education and safe spaces for girls in Semen Bench, Ethiopia; the construction of toilets in Bara, Nepal, to improve health & hygiene and funding the construction of a classroom block and ensuring that women and girls had access to safe sanitation in the Manicaland province of Zimbabwe after Cyclone Idai.

Thank you to the Eirgrid and ESB staff for their dedicated fundraising towards ActionAid projects.

Child Sponsor Fundraisers

Stephanie Byrne – a Child Sponsor since 1998 – walked 675km in 28 days from Lisbon to Santiago de Compostela and raised €3,000 for ActionAid Kenya's work protecting and empowering girls in Kishuishe, Kenya.

"I knew walking the Camino would change my view on life. As a child sponsor in Kenya, I wanted to help change the lives of as many girls as I could along the way."

- Stephanie Byrne (pictured below), who raised €3,000 for ActionAid Ireland in 2019.



Mobilising Resources

Public Engagement and Campaigning



National Speechwriting Competition 2019

The National Speechwriting Competition for 2019 proved to be another huge success. The competition, which is funded by Irish Aid as part of our public engagement programme, was in its fifth year in 2019.

The speech topic was gender equality. Ten finalists were shortlisted and in March, they delivered their speech to a panel of judges chaired by RTE's Gavin Sheridan. Two winners were chosen - Clodagh Boyce, a student at St Joseph's Mercy Secondary School in Navan and Kirsten Soney-Ituen, a student at Gaelcholáiste Cheatharlach in Carlow.

The winners travelled to Greece in October 2019 to ActionAid's Community Centre where they learned about their work with migrants and people in under-served communities.

"My trip consisted of learning a lot about the different projects and initiatives set up in Greece and by action aid to help others in need - it has inspired me greatly and I wish to follow these people's example in the future"

-Clodagh Boyce, Speechwriting Competition Winner 2019

Pictured above : 2019 Speechwriting Competition Winners, Clodagh and Kirsten, with their award. Pictured right: The winners on their prize trip to ActionAid Greece

Photo credit: Julianne Flynn / ActionAid Ireland

Launch of new campaign: "Women's Labour, Decent work & Public Services"

In 2019 ActionAid launched a new global campaign "All Women Work" focusing on ending violence and harassment in the world of work and accessing decent work for women workers. As part of this, in Ireland we focused on campaigning for the ratification of the International Labour Organisation Convention (109) to end violence and harassment in the world.

We commissioned the Public Interest Law Alliance (PILA) to analyse current employment law in Ireland for gaps and areas in need of reform. We then worked to build partnerships with Trade Unions including the Irish Congress of Trade Unions (ICTU) to lobby and advocate for the Conventions' ratification in the Irish context. We launched a public petition to Ministers to advocate for Ireland to be one of the first countries to adopt the ILO Convention (109).

In 2020, we will continue raising awareness on precarious working conditions for women and hope to garner media coverage and positive public engagement.



Transparency and Accountability

Our promise to our supporters

ActionAid is committed to ensuring that we are sustainable, accountable and meet the highest standards of transparency.

Being accountable to our supporters is one of our three key strategic objectives. We are compliant with the 'Triple Lock' standards of good governance - the NGO Code of Corporate Governance, the Statement of Guiding Principles for Fundraising and Charity Statement of Recommended Practice (SORP).



As well as having our audited accounts readily available to all of our supporters, we also invite anyone interested in learning more about our work, or how we operate to call (01 878 7911) or email (info@actionaid.ie). We are continuing to improve our communications on our work through email, social media and post. Alternatively, to speak with any member of the staff about our work, visit our office at 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

Supporter Engagement Events

We made a commitment in our current strategy to meet at least ten percent of our supporters in person over the next three years. We do this because we want to say thank you to our supporters and to bring them closer to the work that we do.

In 2019, we held three events to raise awareness of our work. These were attended by supporters and members of the public.



The first event in Dublin highlighted our ongoing work in Kenya. Makena Mwobobia, Executive Director at ActionAid Kenya and Anna Lee, Chairperson of the board spoke about the board's work.

We held a supporter event in the Lexicon Library, Dun Laoghaire, where three ActionAid colleagues from Nepal, Kenya and Ethiopia shared insights into their work in preventing child marriages.

Lastly, we opened our office on Culture Night 2019. Rhythm Africana performed on the evening and 116 people –both supporters and members of the public– attended this event.



Top photo: ActionAid Ireland Chair Anna Lee , CEO Siobhán McGee & ActionAid Kenya's Makena Mwobobia present their work to a group of supporters and donors (pictured centre)
Bottom photo: Rhythm Africana perform in ActionAid Ireland offices for Culture Night 2019
Photo credit: ActionAid Ireland

Looking forward to 2020

Goal 1: Realise Rights for Women and rights for Children: To work with grassroots community groups, movements and partners to realise rights for women and rights for children.

Child Sponsorship

In 2020 we will continue our long-term work changing the lives of entire communities in nine regions in Nepal, Uganda, Vietnam, Kenya and Cambodia. Achieving sustainable long term change is possible because of sponsors' support through monthly or annual gifts, many of those gifts are tax effective

Behaviour Change To End Violence

Our Women's Rights Programme, funded by Irish Aid, is now in its fourth year. The objective is a world free from violence and where people are economically secure. In 2020, in accordance with best practice, the programme will be externally monitored by Irish Aid and independently evaluated.

Research – knowledge and learning

Through our research association with The Centre for Behaviour Change at University College London we continue to build our knowledge and seek to improve the long-term impact of our programme. From April 2020, we will work with DCU on a two-year post-doctoral Irish Research Council fellowship to examine the effect of class system and practices on access to healthcare in Nepal and India.

Humanitarian Response

We aim to increase our support for communities affected by disaster, working with women to build resilience and strengthening the local, women-led response.

Goal 2: Mobilise Resources: To mobilise funds and supporters in Ireland in support of ActionAid's social justice, gender equality and poverty eradication goals

Fundraising

Plans include building on Digital campaigns launched in 2019, developing more cost effective TV options and direct mail to bring new supporters on board. However, the onset of Covid-19 significantly impacts on these plans. We will take every action to ensure staffs' health while pursuing realistic fundraising plans during this troubled period.

Global Campaign

As part of our global campaign "Women's Labour, Decent Work & Public Services" in 2019 we petitioned Ministers on the ratification on the ILO Convention 190. We will continue this advocacy in addition to building a campaign focusing on "Decent Work" in Ireland, working in partnership with trade union groups.

Ending FGM in Ireland

Phase 3 of our AFTER programme will commence in 2020, complemented by our public awareness and engagement campaign to End FGM in Ireland by 2030.

Goal 3: Transparent and Accountable: To ensure ActionAid Ireland is sustainable, accountable and meets the highest standards

Transparency to our supporters

The 2018 Annual Report was shortlisted in 2019 for a Good Governance Award, a recognition of efforts made to improve our reporting and enhance our accountability. In 2019 we held three supporter events and already have held two in 2020, with at least three more to come. These events mark our commitment to meet and thank our supporters as much as possible and to be accountable in demonstrating the impact of our work.

Directors' Report

The Directors (also referred to as Trustees) present their annual report together with the audited financial statements of ActionAid Ireland for the year ending 31st December 2019.

We worked with 15 million people in 45 countries around the world in 2019, this work was made possible because of generous support of people in Ireland. ActionAid Ireland directly supported work in Kenya, Ethiopia, Uganda, Vietnam, Nepal, Cambodia, Palestine and in the countries affected by Cyclones Idai and Kenneth (Malawi, Mozambique and Zimbabwe). Ireland's contribution to the ActionAid Federation also helped strengthen work by members in other countries.

ActionAid Ireland is a public benefit entity, established as a company limited by guarantee and governed by a voluntary Board of Directors whose principal responsibilities are the setting and monitoring of the strategic direction of the organisation, monitoring compliance and ensuring the efficient and effective use of resources towards achieving our mission.

The Board of Directors met six times in 2019, as well as holding the AGM in June. Board and staff members participated in a joint board staff training workshop on Feminist Leadership in October. The Finance and Audit Committee met twice in 2019; members comprised Anna Lee, James Foley and Anna Fitzgerald who were supported by the CEO and Finance Manager. The Governance & Board Development Committee comprised Anna Lee, Gilda Pender and Claire Callanan and were supported by the CEO and Finance Manager, this committee met twice in 2019. During the year Gilda Pender, Fiona O'Malley and Patti Whaley stood down from the Board while Anna Fitzgerald and Dan Ryan joined the Board in 2019.

Among the work completed by the Board in 2019 was their engagement with the independent mid-term review of the strategy 'Realising Rights for Women and Children: Strategy 2017-2021'. Directors contributed to the review and engaged with the review findings, the outcomes of which informed the development of Plans and Budgets for 2020-2022 which the Board approved in November. The Board, through the Finance and Audit committee, reviewed a report which benchmarked ActionAid Ireland salaries against the data in the National Guide to Pay and Benefits in Community, Voluntary and Charitable organisations in Ireland (2017). Based on this review the Board approved salary proposals for 2020.

The Board contributed to the ActionAid International Federation's general assembly held in Ghana in June. The Chair represented the Irish board and engaged in setting policy for the Federation as a whole, as well as marking progress towards the global strategy. In 2019 ActionAid undertook a Country Model Review (CMR) exercise, examining the design of relationships and accountability between Federation members; the Ireland Board contributed to the review and the CEO sat on the Steering committee.

The Governance Handbook was reviewed and updated by the Board in 2019. The Handbook sets out the guiding principles for the overall governance of the organisation, with clear distinctions between the functions of the Board, the CEO and the staff team to whom day-to-day management is delegated. This means that matters such as policy, programme, fundraising planning and budgets are prepared by the management team for discussion with, and approval by, the Board. The Board monitors the implementation of plans on a quarterly basis and through their work on committees. Board members are required to confirm their compliance with the Conflict of Interest policy in the Governance Handbook as a standing agenda item.

As per the Governance Handbook, in 2019 the Board implemented the annual review of its performance including the performance of the Chair, of individual board members and the committees' performance, structure, size and make up. The Chair, on behalf of the Board, reviewed the CEO's performance in 2019 and she in turn ensured the performance management of staff members.

ActionAid Ireland is fully committed to and compliant with the Charities Regulatory Authority Guidelines for Charitable Organisations on Fundraising from the Public. The organisation meets the Triple Lock standards of good governance: (i) the Statement of Guiding Principles for Fundraising, (ii) Dóchas Irish Development NGO Code of Corporate Governance and (iii) Charity Statement of Recommended Practice (SORP) under FRS102, as well as complying with the Dóchas Code of Conduct on Images and Messages.

ActionAid Ireland intends to be fully compliant with the Charities Regulatory Authority Governance Code by the end of 2020 and to report on compliance to the Charities Regulatory Authority from 2021 onwards.

Directors' Report

On recruiting new members, the Board uses a skills matrix to ascertain the skillsets needed on the Board and identify gaps; using this knowledge the Board advertised on Boardmatch and through the organisation's network in its search of new directors in 2019.

The organisation is committed to facilitating and encouraging board and employee training. In 2019 44.5 days were devoted to training employees, this included training in feminist leadership, integrity at work, ethical communications, resilience and behaviour change.

In 2019, ActionAid became the first global organisation to have our approach to emergencies independently verified. This means that our emergency response work is now accredited under the CHS Alliance's Humanitarian Quality Assurance Initiative (HQAI). The Core Humanitarian Standard on Quality and Accountability (CHS) puts the active agency of people living in poverty and impacted by an emergency first. It promotes programming that leads to community empowerment. By committing to meeting the nine core standards of the CHS, ActionAid is ensuring that affected communities are aware of their rights and are involved in all levels of the response. Critically, the commitments of the CHS have helped ActionAid improve the quality, efficiency and the effectiveness of our humanitarian response.

Risk Management

The Board meets at least six times annually and reviews the risk register and key performance indicators at each meeting. The Board has an established risk policy that is kept under review. The key risks identified are security and access in programme countries, onset of humanitarian disasters affecting the ability of the programme to meet its goals, and the ability to recruit and retain key skilled staff in Ireland in the context of full employment. ActionAid keenly monitors its percentage of restricted and unrestricted funds, the balance of institutional funds, voluntary income and the number of new supporters and attrition rates among existing supporters. Mitigation measures include well defined fundraising and income generation strategy, high quality programme oversight, quality reporting to Irish Aid and institutional donors, and communicating with and listening to our supporters, funders and staff.

The impact of Corona Virus launched itself onto the Risk Register in early 2020; the safety of staff and partners was the immediate concern and every effort was made to ensure safety and abide by public health guidelines.

The focus was on establishing a contingency plan for remote working in case of emergency, aiming to ensure work continued as usual, as far as possible. Recognising the economic, as well as health, implications this issue brings, we will continue to monitor our fundraising and operational plans and forecasts as necessary to reflect this.

Directors have identified and reviewed the major strategic, business and operational risks faced by the organisation and are satisfied that reasonable steps are being taken to mitigate exposure and impact.

Internal Control

The Directors have overall responsibility for ActionAid Ireland's systems of internal control. Directors recognise that systems of control can only provide a reasonable and not complete assurance against inappropriate or ineffective use of resources, or against the risk of errors or fraud. The Directors remain satisfied that ActionAid Ireland's systems provide reasonable assurance that the charity operates efficiently and effectively, safeguards its assets, maintains proper records and complies with relevant laws and regulations.

We operate a wide-ranging accountability system based on annual plans and budgets. Directors consider quarterly results compared with plans and forecasts as well as non-financial performance data. Other controls include delegation of authority and segregation of duties.

ActionAid Ireland pays great attention to the value-for-money objectives of the international programme and country programmes report on same. To ensure the value-for-money objectives of the programme are maintained monitoring visits are undertaken (staff and board members), as well as maintaining a strong local knowledge.

Programme countries' internal audit departments routinely review their own country programmes. Relevant audit findings are considered by the Board with necessary actions undertaken by management.

ActionAid International conducts an annual Assurance process whereby members report on their alignment with standards and policies set out by the Federation for its members; a traffic light system catalogues any gaps that are identified, and plans are put in place to address those gaps. The Chair, on behalf of the Board, signs off on ActionAid Ireland's Assurance report. Additionally, ActionAid International conducts an internal audit, approximately every three years, and ActionAid Ireland will be internally audited in 2020.

Directors' Report

Statement of Directors' Responsibilities

Directors are responsible for preparing the Annual Report and the financial statements in accordance with Irish law and regulations. Irish company law requires the Directors to prepare financial statements for each financial year. Under the law the Directors have elected to prepare the financial statements in accordance with best accounting practices in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish law.

Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company for the financial year end date and of the income and expenditure of the company for that financial year and otherwise comply with the Companies Act 2014. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and 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 the company will continue in business.

The Directors confirm that they comply with these requirements in preparing the financial statements.

The Directors are responsible for ensuring 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 2014 and enable the financial statements to be audited.

They are 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

and integrity of the corporate and financial information included on the company's website.

Lobbying & Political donations

There were no political donations in 2019 and 2020, and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulations of Lobbying Act 2015, ActionAid Ireland records all lobbying activity and communications with Designated Public Officials. It has made the returns and submissions required by the Act.

Disclosure of Information to the Auditors

Each of the persons who are Directors at the time when the Directors' Report is approved has confirmed that:

- so far as the Director is aware, there is no relevant audit information of which the company's auditors are unaware, and;
- that the Director has taken all steps that ought to have been taken as a Director in order to be aware of any relevant information and to establish that the company's auditors are aware of that information.

Accounting Records

The Board of Directors is responsible for ensuring adequate books and records are kept in accordance with Section 281 to 285 of the Companies Act 2014.

The Directors have engaged appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are maintained at 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

Auditors

The company's auditors, Crowe Ireland, being eligible, will continue in office in accordance with Section 383 (2) of the Companies Act 2014.

Signed on behalf of the Board of Directors

Director..........Anna Lee

Director..........James Foley

Date: 27th April 2020

Directors and Other Information

Board of Directors

Ms Anna Lee (appointed 22/10/18, Chair from 1/01/19) * #
Ms Anna Fitzgerald (appointed 19/03/19, appointed Treasurer 19/03/19, resigned as Treasurer 3/02/20, Chair of Finance & Audit Committee 10/2019 to 27/01/19, resigned from Board 3/02/2020)* #

Ms Agnes Kalungu-Banda (appointed 8/12/14, Zambia)
Ms Gilda Pender (appointed 12/03/2016, resigned 10/06/19) #
Mr Greg Maher (appointed 23/04/18)
Mr James Foley (appointed 23/04/18, appointed Treasurer 4/02/20) *
Ms Fiona O'Malley (appointed 7/06/18, resigned 11/11/19)
Ms Claire Callanan (appointed 4/12/18, appointed Company Secretary 10/06/19) #
Ms Patricia Whaley (ActionAid International Representative since 2016, United States, resigned 1/5/19)
Mr Daniel Ryan (appointed 11/11/19)

* Finance and Audit committee member

Governance and Board Development committee member

Management Team 2019/2020

CEO: Ms Siobhán McGee

Head of Programmes: Ms Triona Pender

Head of Individual Giving: Mr Bruce Clark (to July 2019)

Head of Fundraising: Ms Claire Smith (appointed April 2020)

Finance Manager: Ms Olive Corbett (appointed July 2019)

Company Secretary

Ms. Gilda Pender (resigned 10/6/19)

Ms Claire Callanan (appointed 10/06/19)

Auditors

Crowe Ireland

Chartered

Accountants and Statutory Audit Firm,

Marine House,

Clanwilliam Court,

Dublin 2

Solicitors

McGrath & McGrane

Suite 323, The Capel Building,

Mary's Abbey,

Dublin 7

Bankers

Bank of Ireland

6 Lower O'Connell Street

Dublin 1

Revenue Commissioners Charity Number

CHY6888

Company's Registered Number

95403

Charities Regulatory Number

20013790

ActionAid Ireland is fully committed to and compliant with:

- The Charities Regulatory Authority Guidelines for Charitable Organisations on Fundraising from the Public.
- Triple Lock standards of good governance:
 - Statement of Guiding Principles for Fundraising
 - Dóchas Irish Development NGO Code Corporate Governance
 - Charity Statement of Recommended Practice (SORP) under FRS102
- Dóchas Code of Conduct on Images and Messages.
- Charities Regulatory Governance Code: ActionAid Ireland intends to be fully compliant with the Charities Regulatory Authority's Governance Code by the end of 2020 and to report on compliance to the Charities Regulatory Authority from 2021 onwards.

Independent Auditor's Report

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTIONAID IRELAND

YEAR ENDED 31 DECEMBER 2019

Report on the audit of the financial statements

Opinion

We have audited the financial statements of ActionAid Ireland for the year ended 31 December 2019, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is applicable Irish law and accounting standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2019.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2019 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" effective 1 January 2019; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) 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 Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. The directors are responsible for the other information. 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.

Independent Auditors' Report

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTIONAID IRELAND

YEAR ENDED 31 DECEMBER 2019

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 other matters prescribed by the Companies Act 2014

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

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

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 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' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' responsibilities statement, 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

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 Auditors' 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 (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Independent Auditors' Report

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTIONAID IRELAND

YEAR ENDED 31 DECEMBER 2019

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). The description forms part of our Auditors' 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 Section 391 of the Companies Act 2014. 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 Auditors' 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:



Neil Davitt

for and on behalf of

Crowe Ireland

Chartered Accountants and Statutory Audit Firm
Marine House
Clanwilliam Court
Dublin 2

Date: 27th April 2020



Statement of Financial Activities

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an Income & Expenditure Account) 12 Months ending December 2019

	Notes	Unrestricted Funds €	Restricted Funds €	2019 Total Funds €	2018 Total Funds €
Income from:					
- Donations and legacies	2	1,042,526	940,330	1,982,856	1,773,491
- Charitable activities	3	46,723	731,329	778,052	800,938
- Other	4	4,220	-	4,220	-
Total income		<u>1,093,469</u>	<u>1,671,659</u>	<u>2,765,128</u>	<u>2,574,429</u>
Expenditure on:					
- Raising funds	5	591,609	-	591,609	441,903
- Charitable activities	6	418,308	1,673,256	2,091,564	2,185,968
Total expenditure		<u>1,009,917</u>	<u>1,673,256</u>	<u>2,683,173</u>	<u>2,627,871</u>
Net income/(expenditure) and net movement in funds for the year	8	83,552	(1,597)	81,955	(53,442)
Reconciliation of funds					
Fund balances brought forward at 1 January 2019	18	839,752	-	839,752	893,194
Transfer from unrestricted funds		<u>(1,597)</u>	<u>1,597</u>	-	-
Fund balances carried forward at 31 December 2019	18	<u><u>921,707</u></u>	<u><u>-</u></u>	<u><u>921,707</u></u>	<u><u>839,752</u></u>

All of the activities of the company are classed as continuing.

The company has no recognised gains or losses other than the results for the year as set out above.

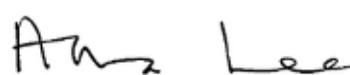
ACTIONAID IRELAND
(COMPANY LIMITED BY GUARANTEE)

BALANCE SHEET
as at 31 December 2019

		2019	2018
	Notes	€	€
Tangible fixed assets	11	5,056	7,068
Current assets			
Debtors	13	295,879	260,212
Cash at bank and in hand	14	926,819	950,048
		1,222,698	1,210,260
Creditors (amounts falling due within one year)	15	(306,047)	(377,576)
Net current assets		916,651	832,684
Total assets less current liabilities		921,707	839,752
<u>Funds of the charity</u>			
Restricted Funds	18	-	-
Unrestricted Funds	18	921,707	839,752
Total charity funds		921,707	839,752

These financial statements were approved and authorised for issue by the Board of Trustees on 27th April 2020 and are signed on their behalf by:

Trustee:



Anna Lee

Trustee:



James Foley

Statement of Cash Flows

ACTIONAID IRELAND (COMPANY LIMITED BY GUARANTEE)

CASH FLOW STATEMENT for year ended 31 December 2019

Reconciliation of net incoming/(outgoing) resources to net cash inflow from operating activities

	Notes	2019 €	2018 €
Net movement in funds		81,955	(53,442)
Depreciation	11	3,587	4,398
(Increase) / Decrease in debtors		(35,667)	130,206
(Decrease) / Increase in creditors		(71,529)	(7,114)
Net cash (used in)/ from operating activities		(21,654)	74,048

Cash flows from investing activities

Purchase of tangible fixed assets	11	(1,575)	-
Net cash (used in)/ from investing activities		(1,575)	-

Change in cash and cash equivalents in the period	19	(23,229)	74,048
Cash and cash equivalents at the beginning of the period	19	950,048	876,000
Total cash and cash equivalents at the end of the period	19	926,819	950,048

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019

GENERAL INFORMATION

ActionAid (Ireland) Limited is an Irish charity, registered in 1983 as a company limited by guarantee. Its stated objects are "to promote the relief of poverty and distress in any manner which now or hereafter may be deemed to be charitable by law in any part of the world and for such other ancillary charitable purposes as the Trustees may determine". It is the Irish affiliate of ActionAid International. The company's registered office is 172 Ivy Exchange, Granby Place, Parnell Square, Dublin 1.

ACCOUNTING POLICIES

The following accounting policies are applied consistently in dealing with items which are considered material in relation to the company's financial statements:

1 (a) Basis of Preparation

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014 and in accordance with Charities SORP 201 Accounting and Reporting by Charities issued by the Charities Commissioner in the UK.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 1.1).

The following principal accounting policies have been applied:

1 (b) Sponsorship

The principal component of ActionAid Ireland's income is regular, usually monthly, donations from individuals, families and others in Ireland. Most of these supporters are linked to one or more children or communities in ActionAid Ireland's programmes and receive regular information about that child / community and about ActionAid Ireland's development work in the area in which the child / community resides and an annual report.

In 2019, and 2018, 72% of Child Sponsorship income was credited to restricted funds relating primarily to work in the project area where the sponsored child/community lives. 28% was taken to unrestricted funds and associated overheads and was used for the Charity's general charitable purposes.

1 (c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants from Governments and other institutional donors: where related to performance and specific deliverables are accounted for as the Charity earns the right to consideration by its performance. Where income is received in advance of its recognition it is deferred and included in creditors. Where entitlement occurs before income being received the income is accrued. Where no performance and specific deliverables are imposed the income is recognised when the charity is entitled to the income, it is probable that the charity will receive the funds and the amounts can be reliably measured.

Notes to the Financial Statements

NOTES TO THE ACCOUNTS

For year ended 31 December 2019 continued...

1 (d) Resources expended

All expenditure is accounted for on an accruals basis.

Costs of raising funds represents expenditure incurred in Ireland on raising funds from committed supporters and other members of the public. Support costs include expenditure on general management, payroll administration, budgeting and accounting, information technology, property management, human resources and financing.

Governance costs are the costs associated with the governance arrangements of the charity. The costs included in this category relate to the organisational administration and compliance with constitutional and statutory requirements.

1 (e) Restricted Funds

Restricted funds consist of grants and donations received which can only be used for the purpose for which they are specified by the donors. These purposes are the aim of the charity.

1 (f) Unrestricted Funds

Unrestricted funds consist of grants and donations which the charity can spend based on its own discretion to enable it to achieve its overall aim and objectives.

1 (g) Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost of each asset, less estimated residual value, on a straight line basis over its expected useful life at the following annual rates.

Office Equipment	10% Straight Line
Database	25% Straight Line
Fixtures & Fittings	10% Straight Line

Impairment

Assets not carried at fair value are also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

1 (h) Debtors

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

1 (i) 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.

1 (j) 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.

Notes to the Financial Statements

NOTES TO THE ACCOUNTS

For year ended 31 December 2019 continued...

1 (k) Functional and presentational currency

The company's functional and presentational currency is the euro.

1 (l) Creditors

Short term creditors are measured at the transaction price.

1 (m) Holiday pay 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.

1 (n) Taxation

No charge to taxation arises as the company is exempt under Section 207 and 208 of the Taxes Consolidation Act 1997.

1 (o) Pension

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the Statement of Financial Activities.

1 (p) Going concern

The Directors have assessed whether there are any significant doubts regarding the company's ability to continue as a going concern 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.

1.1 Judgements in applying accounting policies and key sources of estimation

The preparation of these financial statements requires management 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:

(a) 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 floor space and judgement is exercised in applying cost drivers to cost categories.

(b) Taxation Recoverable

The Directors assess the estimated tax rebate income due based on the level of voluntary donations received during the financial year and the actual tax rebate received in the previous financial year.

Notes to the Financial Statements

NOTES TO THE ACCOUNTS for year ended 31 December 2019 continued....

	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
	€	€	€	€
2 INCOME FROM DONATIONS AND LEGACIES				
- Child and Community Sponsorship	330,965	846,868	1,177,833	1,199,516
- <u>Tax relief</u>				
Tax relief on designated charities	414,820	-	414,820	274,197
- <u>Other donations</u>				
Trusts and other larger donors	2,300	64,295	66,595	108,733
Appeals	136,918	25,767	162,685	73,465
Other donors	157,523	3,400	160,923	117,580
	296,741	93,462	390,203	299,778
Total Donations and Legacies	1,042,526	940,330	1,982,856	1,773,491

	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
	€	€	€	€
3 INCOME FROM CHARITABLE ACTIVITIES				
Irish Aid - Women's Rights Programme				
ActionAid Kenya	-	253,913	253,913	235,941
ActionAid Nepal	-	210,016	210,016	191,922
ActionAid Ethiopia	-	204,339	204,339	191,922
Public Engagement and Project Administration	-	63,061	63,061	85,554
ActionAid Ireland - 6% of Grant Received	46,723	-	46,723	45,022
	46,723	731,329	778,052	750,361

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019 continued...

3 Continued.....	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
European Commission Grants				
AFTER Empowering Women against FGM	-	-	-	50,577
Total Income from Charitable activities	46,723	731,329	778,052	800,938
4 OTHER INCOME	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
	€	€	€	€
Income from VAT Compensation Scheme	4,220	-	4,220	-
5 COSTS OF RAISING FUNDS	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
	€	€	€	€
Advertising and promotion	358,556	-	358,556	268,401
Salary and pension costs	190,819	-	190,819	166,502
Other costs	34,734	-	34,734	-
Irish emergency alliance	7,500	-	7,500	7,000
	591,609	-	591,609	441,903

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019 continued...

	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
6 EXPENDITURE ON CHARITABLE ACTIVITIES	€	€	€	€
- Overseas programme expenditure				
<u>Community and Child sponsorship</u>				
ActionAid Kenya	-	282,967	282,967	279,077
ActionAid Uganda	-	148,361	148,361	155,633
ActionAid Nepal	-	172,868	172,868	170,651
ActionAid Vietnam	-	185,105	185,105	196,583
ActionAid Cambodia	-	57,568	57,568	60,708
<u>Irish Aid</u>				
ActionAid Kenya	-	240,108	240,108	235,941
ActionAid Nepal	-	195,925	195,925	191,922
ActionAid Ethiopia	-	190,409	190,409	191,922
<u>Other expenditure</u>				
Nepal Priority projects	-	10,000	10,000	28,958
Uganda Borehole & Schools project	-	-	-	13,430
Kenya Irrigation project	-	20,700	20,700	-
Ethiopia Water projects	-	9,931	9,931	10,000
Cambodia Eco-Tourism Livelihoods	-	8,664	8,664	8,050
Emergencies and Crisis relief	10,000	40,767	50,767	35,355
Projects Funded by Other Appeals and Donations	3,405	3,400	6,805	36,061
<u>Irish Aid</u>				
Salaries	35,581	46,723	82,304	59,539
Other Costs	-	43,422	43,422	27,851
	48,986	1,656,918	1,705,904	1,701,681

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019 continued...

6 Continued.....

	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
- Overseas Support costs				
Travel	9,291	-	9,291	13,249
Office costs	115,112	-	115,112	151,835
Salary and pension costs	157,707	-	157,707	140,723
ActionAid International Contribution	45,000	-	45,000	45,000
	<u>327,110</u>	<u>-</u>	<u>327,110</u>	<u>350,807</u>
- Influencing, education and research				
Salaries	5,080	-	5,080	5,056
Memberships	9,021	-	9,021	6,336
Public Engagement and Awareness Raising	2,535	16,338	18,873	20,220
- EU AFTER against FGM Campaign				
Salaries	-	-	-	70,141
Other expenditure	-	-	-	14,688
	<u>16,636</u>	<u>16,338</u>	<u>32,974</u>	<u>116,441</u>
- Governance Costs				
Office costs	702	-	702	310
Travel	4,463	-	4,463	7,784
Professional fees	20,411	-	20,411	8,945
	<u>25,576</u>	<u>-</u>	<u>25,576</u>	<u>17,039</u>
Total Expenditure on Charitable activities	<u>418,308</u>	<u>1,673,256</u>	<u>2,091,564</u>	<u>2,185,968</u>

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019 continued...

7 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

Governance and Support Costs	2019	2018
Salaries and related costs	178,288	162,913
Office costs	115,112	151,835
Other support costs	54,291	58,249
Governance Costs	25,576	17,039
Total governance and support costs	373,267	390,036

Salary and related support costs have been allocated in proportion to estimated time spent and are apportioned as below. All other support and governance costs have been attributed to expenditure on charitable activities.

Analysis of governance and support costs

	Salaries and related costs	Other Costs	2019	2018
Cost of raising funds	20,581	-	20,581	22,190
Expenditure on charitable activities	157,707	194,979	352,686	367,846
Total governance and support costs	178,288	194,979	373,267	390,036

	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
8 NET INCOME / (EXPENDITURE)	€		€	€
This is stated after charging:				
Auditors' remuneration	8,695	-	8,695	8,945
Depreciation	3,587	-	3,587	4,398
Operating lease - building	30,147	-	30,147	29,339

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019 continued...

9 STAFF COSTS

	<u>2019</u>	<u>2018</u>
<u>The average monthly headcount of staff during the year was:</u>		
Management	1	1
Finance	2	1
Programmes	2	2
Fundraising/Communications	5	5
Administration and project support	<u>1</u>	<u>1</u>
	<u>11</u>	<u>10</u>
<u>Total remuneration of employees (full time and part time) was:</u>		
	€	€
Wages and salaries	376,300	383,296
Social welfare costs	39,626	40,888
Pension costs	<u>19,984</u>	<u>17,778</u>
	<u>435,910</u>	<u>441,962</u>

The number of employees whose remuneration fell within the following bands were:

Salary Range:	<u>2019</u>	<u>2018</u>
€60,000 to €70,000	0	1
€70,000 to €80,000	1	1

Key Management Personnel

Key management personnel include the CEO and the Finance, Programme and Fundraising managers, for whom the total pay was €196,628 (2018: €212,215) in the year. Pension contributions were €14,030 (2018: €13,275). Included in these figures is the CEO's salary of €75,000 and Pension contributions of €7,500.

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019 continued...

10 DIRECTORS' REMUNERATION

The Directors were not paid or did not receive any other benefits for their services as Board Members in the year (2018: €nil), nor did any Director receive payment for professional or other services supplied to the company during the year (2018: €nil).

The total amount of expenses reimbursed to trustees or paid directly to third parties was €3,477 (2018: €8,056). These amounts related to travel and accommodation costs incurred to attend International ActionAid meetings by the Directors, together with costs for two UK based Directors to attend ActionAid Ireland Board meetings.

In November 2018 the incoming Chair and the CEO undertook an additional one-off field visit to Kenya as part of her induction to Action Aid Ireland's work, which accounts for the decreased expenditure.

11 TANGIBLE FIXED ASSETS

	Fixtures & Fittings €	Office Equipment €	Database €	Total €
Cost				
At 1 January 2019	12,142	31,838	40,744	84,724
Additions	-	1,575	-	1,575
Disposals	-	(6,839)	-	(6,839)
At 31 December 2019	12,142	26,574	40,744	79,460
Depreciation				
At 1 January 2019	7,288	29,624	40,744	77,656
Charge for period	1,214	2,373	-	3,587
Disposals	-	(6,839)	-	(6,839)
At 31 December 2019	8,502	25,158	40,744	74,404
Net book value 31 Dec 2019	3,640	1,416	-	5,056
Net book value 31 Dec 2018	4,854	2,214	-	7,068

All fixed assets are held by the charity for use in meeting its charitable objectives.

Notes to the Financial Statements

NOTES TO THE ACCOUNTS

For year ended 31 December 2019 continued...

12 FINANCIAL INSTRUMENTS

	2019 €	2018 €
Financial Assets		
Financial Assets	<u>937,959</u>	<u>1,007,407</u>
Financial Liabilities		
Financial Liabilities	<u>295,780</u>	<u>365,110</u>

Financial assets consist of sundry debtors and cash and cash equivalents. Financial liabilities consist of trade and other creditors, accruals, and amounts payable to overseas and local programmes. Financial instruments are measured at transaction price.

13 DEBTORS

	2019 €	2018 €
Tax recoverable (estimate of probable receipts)	284,739	202,853
Sundry debtors	<u>11,140</u>	<u>57,359</u>
	<u>295,879</u>	<u>260,212</u>

All debtors are receivable within one year.

14 CASH AND CASH EQUIVALENTS

	2019 €	2018 €
Cash at bank and on deposit	<u>926,819</u>	<u>950,048</u>

15 CREDITORS

	2019 €	2018 €
Amounts falling due within one year		
Accruals	26,319	18,406
Amounts payable to overseas and local programmes	266,487	244,397
PAYE/PRSI	10,267	12,466
Pensions & Salaries	2,941	3,453
Trade creditors	<u>33</u>	<u>98,854</u>
	<u>306,047</u>	<u>377,576</u>

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019 continued...

16 PENSION SCHEME

The company operates a defined contribution scheme for employees. Employer contributions, including insurance, fees and levies, for the year amounted to €19,984 (2018: €17,778).

17 COMMITMENTS UNDER OPERATING LEASES

Leasing commitments on a non-cancellable operating property lease payable on leases are set out below to the next break clause:

Following a scheduled rent review, effective 1st April 2018, an increased monthly payment of €2,512 inclusive of VAT was agreed for a period of 5 years.

	2019	2018
	€	€
Within one year	30,147	30,147
Within 2 – 5 years	67,830	97,977
Over 5 years	-	-

18 MOVEMENT IN FUNDS AND ANALYSIS OF NET ASSETS

18.1 Movement in Funds

	Balance at 1 Jan 2019	Movement in the year	Balance at 31 Dec 2019
	€	€	€
Restricted funds	-	-	-
Unrestricted funds - general fund	839,752	68,550	908,302
Unrestricted funds - designated fund	-	13,405	13,405
Total unrestricted funds	839,752	81,955	921,707
Total funds	839,752	81,955	921,707

18.2 Analysis of Net Assets

	Unrestricted Funds €	Restricted Funds €	2019 Total Funds €
Tangible Assets	5,056	-	5,056
Current Assets	1,222,698	-	1,222,698

Notes to the Financial Statements

NOTES TO THE ACCOUNTS For year ended 31 December 2019 continued...

18.2 Continued...	Unrestricted Funds €	Restricted Funds €	2019 Total Funds €
Current Liabilities	(306,047)	-	(306,047)
	921,707	-	921,707

19 ANALYSIS OF CASH AND CASH EQUIVALENTS

	1 Jan 2019 €	Cashflow €	31 Dec 2019 €
Cash at bank	950,048	(23,229)	926,819

20 RELATED PARTY TRANSACTIONS

There were no related party transactions in the year.

21 POST BALANCE SHEET EVENTS

The Directors note the significant impact of the Coronavirus outbreak in Ireland, and around the world. The Directors have reviewed the impact of this on the company's working practices. Based on knowledge to hand, the Directors consider that while there are significant risks to be managed, the company expects to survive this period of uncertainty and has the financial resources to do so.

22 CONTROLLING PARTY

The company is controlled by the Board of Trustees however the Trustees do not derive economic benefit from the company.

23 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1.27 towards the assets of the company in

24 APPROVAL OF ACCOUNTS

The Board of Trustees approved the accounts on.....27th April 2020.....

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