

Charity Registration No. NIC100935

Company Registration No. NI033978 (Northern Ireland)

**MEDIATION NORTHERN IRELAND**  
**(A company limited by guarantee)**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

# MEDIATION NORTHERN IRELAND

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Catherine Turner Rosie Timoney Aine O'Keeffe Caroline Greer Anne-Marie Blaney Nikita Brijpaul Janni Knox Adriana Morvaiova Katrina Hinfey
<b>Charity number</b>	NIC100935
<b>Company number</b>	NI033978
<b>Registered office</b>	83 University Street BELFAST BT7 1HP
<b>Independent examiner</b>	MBS Chartered Accountants 3 High Street Larne Co. Antrim BT40 1JN

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# MEDIATION NORTHERN IRELAND

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2023

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The Directors (who are also the Trustees of the Charity) have pleasure in submitting their annual report together with the audited financial statements for the year ended 31st March 2023.

#### **Mediation Northern Ireland Status**

Mediation Northern Ireland is a company limited by guarantee whose objects are recognised by the Charity Commission for Northern Ireland.

#### **Objectives and activities**

##### **New Strategic Plan February 2023**

In February 2023 the Board of Trustees adopted a new strategic plan for the organisation. This updated the Charity's Vision and Mission and supporting Values.

#### **The Mediation Northern Ireland Vision**

A society that handles conflict better.

#### **Public Benefit**

The objects of the charity and its principal activity continue to be the charitable purposes of advancing education in Northern Ireland and worldwide, particularly by providing third party intervention in disputes and supporting creative approaches to good relations.

All the charity's assets are used for charitable purposes in support of this object. The Board members do not receive any monetary benefit for their role in governing the charity and as members; they are not eligible for financial benefit from membership. In the event of any winding up of the charity its remaining assets shall be transferred to another charitable body with similar objects. Most community based users of services do not pay for the cost of the service, or if they do the full cost is subsidised.

#### **Mission**

As a mediation development organisation we provide expertise and support to manage, resolve and transform conflict. We do this by providing high quality services; training; and developing new models of practice.

#### **Values**

- Integrity
- Respect
- Justice
- Nonviolence
- Creativity
- Courage

#### **2022/23 Objectives**

Throughout 2022/23 Mediation Northern Ireland worked in partnership with a range of voluntary and statutory agencies to realise the following five objectives:

1. Developing Peace Mediation
2. Practicing Case Mediation
3. Developing Mediation
4. Supporting Programmes of Emergence, Change and Social Innovation
5. Building a Learning and Developing Organization

# MEDIATION NORTHERN IRELAND

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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Between 1st April 2022 and 31st March 2023 we completed the following substantive pieces of work: Mediation, Negotiation, Resolution Coaching, Accompaniment & Facilitated Dialogue Services  
Services restarted having been suspended during Covid with a steady uptake in provision.

### Training

We undertook one run of our flagship programme Mediation Theory & Practice during this period. We also delivered some shorter training courses both in person and online with our existing client base.

### Peace IV

The main focus of our activities in this financial year continued to relate to our three on-going Peace IV funded programmes, two based in The Newry Mourne & Down District Council area, and one Belfast City Council. As the programmes had been significantly disrupted and delayed up to this point due to Covid, and with a hard deadline to complete these, we had a breadth of activity to complete the objectives. These included many training events, group facilitations and collation of stories for generating project materials.

### Governance

The Board of Trustees met monthly during the Managing Director transition, and later bi-monthly, in Board meetings and sub-groups meetings throughout the year. The Board were particularly attentive to the financial wellbeing and strategic direction of the organisation and a focus on supporting the organisation as and when operations could return to normal.

### Space

MNI continued to provide office space to a range of voluntary organisations including new tenants into the building. This breathed new life into the building again (renamed during the year as Mediation House) after the Covid years of furlough and more work from home practices for us and our tenants.

### **Financial Review**

The Statement of Financial activities describes Mediation Northern Ireland's income, expenditure and funds for the 2022/23 year. The Income of £182,632 marked an increase of 24% on the previous year.

The capital fund (primarily the MNI Building on 83 University Street) is £315,265.  
There is no deferred income balance at the end of March 2023.

### **Reserves**

Free Reserves are £45,567 which is the net current assets on the Balance sheet. We have a reserves policy of six months operating costs, £50,000 which we are currently working towards.

### **Risk Assessment**

In developing its corporate strategy the Trustees assessed the major risks to which the charity might be exposed, in particular those related to its governance, financial and operational strategy.

The greatest risk that Mediation Northern Ireland faced in 2022/23 was related to cashflow arising from the Peace IV programmes. We faced uncertainty as to when and how operations could resume, enabling us able to deliver the outcomes required against the funding that meant we could draw down the income.

### **Future Development**

In 2023/24 our focus will be on completing our Peace IV programmes and completing the development and implementation of the new strategic path for the organisation set out by the new Managing Director.

# MEDIATION NORTHERN IRELAND

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

### FOR THE YEAR ENDED 31 MARCH 2023

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#### Governance & Management Structure

Mediation Northern Ireland was established in 1991 as The Conflict Mediation Network. In 1998 it became a company limited by guarantee (NI33978) with Memorandum & Articles of Association whose objects have been recognised as charitable by HM Revenue & Customs under reference XR16490. The Charity is registered with the Charities Commission for Northern Ireland, number NI100935.

The membership of the Company is the same group of people as makes up its Board of Trustees. There is not a public membership scheme.

#### The role of the Board of Trustees & Management

The Board of Directors of Mediation Northern Ireland is referred to as its Board of Trustees.

Full Board of Trustee meetings occur a minimum of 5 times per year.

The role of the Board is:

- Strategic Direction: Setting and maintaining strategy with reference to the Corporate Plan; holding the Management team to account.
- Financial Control: Approving the annual budget; Monitoring expenditure with reference to the budget; Adopting financial statements.
- Support: Making individual skills and experience available within the Board and to the Director and senior staff.
- Advocacy: Acting as ambassadors for the organisation and supporting the Director in securing project funding.

The Board has two office holders who are Trustees:

- Chair
- Treasurer

The Board members during the year were:

- Rosie Timoney (Appointed to post Apr 2019)
- Dr Catherine Turner (Appointed to post Apr 2019)
- Aine O'Keeffe (Appointed to post Oct 2016, resigned Dec 2022)
- Caroline Greer (Appointed to post Sept 2020)
- Anne-Marie Blaney (Appointed to post Oct 2021)
- Nikita Brijpaul (Appointed to post Jan 2022)
- Janni Knox (Appointed to post Feb 2022)
- Adriana Morvaiova (Appointed to post Oct 2021)
- Katrina Hinfey (Appointed to post Dec 2022)

Membership of the Board of Mediation Northern Ireland is subject to a maximum term of 6 years.

Board members are recruited to meet specific needs and capabilities that ensure a balance of experience and understanding to ensure effective governance of the charity.

Day to day operational management is delegated to the organisational Director. In October 2021, following the resignation of the Director, Laurie Randall was appointed Interim Director. A new Managing Director Enda Young was appointed in May 2022, and took up post on 5th September 2022. Rob Colwell, Operations Director, is responsible for operational financial management under the direction of the Board approved budget.

In addition to this small management team the organisation has a register of 12 Associates.

The organisation continued to rely upon the work of Associates throughout the year. This reliance is due to the small full-time staff team and the continued emergence of new aspects of the ADR work within the organisation.

# MEDIATION NORTHERN IRELAND

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

FOR THE YEAR ENDED 31 MARCH 2023

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### Statement of Trustee's Responsibilities

Company and charity law requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of its financial position at the end of that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed subject to any
- departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees have overall responsibility for ensuring that the charity has an appropriate system of internal controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees' report was approved by the Board of Trustees.



**Dr Catherine Turner**

Director & Trustee

Dated: 4 December 2023