

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 2024

MEDIATION NORTHERN IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Catherine Turner Rosie Timoney Caroline Greer Anne-Marie Blaney Nikita Brijpaul Janni Knox Adriana Morvaiova Katrina Hinfey Dr Esther McGuinness Aengus MacGrianna Prof Colin Murray	(Appointed 1 June 2023) (Appointed 1 June 2023) (Appointed 1 June 2023)
Charity number	NIC100935	
Company number	NI033978	
Registered office	83 University Street BELFAST BT7 1HP	
Independent examiner	MBS Chartered Accountants 3 High Street Larne Co. Antrim BT40 1JN	

MEDIATION NORTHERN IRELAND

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MEDIATION NORTHERN IRELAND

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

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 2024.

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

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

2023/24 Objectives

Throughout the year, Mediation NI's worked in partnership with a range of stakeholders to continue work against the seven objectives as set out in the organisations Strategic Plan 2023-26:

1. Develop the existing MNI charitable organisation
2. Set up a trading subsidiary for financial sustainability
3. Develop our core team and expand our associate pool
4. Build new relationships with key partners
5. Become recognised as the premier 'go to' organisation in Northern Ireland for mediation and conflict resolution services and training
6. Develop our online services
7. Digitally transform our internal and external systems

MEDIATION NORTHERN IRELAND

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

FOR THE YEAR ENDED 31 MARCH 2024

Mediation Northern Ireland's Work in 2023/24

Between 1st April 2023 and 31st March 2024 we completed the following substantive pieces of work:

Mediation, Negotiation, Resolution Coaching, Accompaniment & Facilitated Dialogue Services

We continued to deliver dispute resolution services in a diverse range of settings and contexts. These included private, public and third sector organisations and at community level. Broadly, demand for our services came from 25% private sector, 40% public sector and 35% third sector.

Training

We undertook three runs of our flagship programme Mediation Theory & Practice during this period, both on an open-access basis and directly into organisations and community groups. We also delivered a range of shorter training courses both in person and online with our existing and new client base.

We developed new short training programmes including Workplace Conflict Resolution Skills, Immersive Conflict Resolution Practice and Managing Difficult Conversations. We developed and partnered with Queen's University Belfast, and Ulster University, in the delivery of some of our programmes during the year and into future years.

Peacebuilding

We concluded our Peace IV project on History, Heritage & Identity dialogues through Belfast City Council, completing all project objectives. These included many training events, group facilitations and collation of stories for generating project materials for use on new Greenways in Belfast.

We attended the United Nations Special Rapporteur on freedom of peaceful assembly and association in Vienna and presented to the NIO on positive peace, in partnership with Queens University and the Institute for Economics and Peace.

Governance

The Board of Trustees met 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 through sub-committees. During this period two members resigned and three new members joined the Board.

We updated our Constitution and Articles of Association with the support of a local legal firm, to ensure they were fit for purpose and relevant to our current and future organisational structure.

Fundraising

We were successful in our application to the Lottery funded Dormant Accounts for a 3 year programme to increase the sustainability of the organisation. As part of this programme a new post was created, Director of Business Development, and recruited into with Bobby Marno starting in February 2024. This programme will deliver new revenue streams and income opportunities for the organisation as it seeks to become more self-sufficient in its income generation.

We also started conversations with Glencree regarding a potential Peace Plus application for community mediation and development.

Organisational

We developed and launched a new website to showcase our services and take bookings for our new training programmes. We implemented and started usage of a new secure online mediation case management system.

MNI continued to provide office space to a range of voluntary organisations and continued to house tenant organisations in the building.

MEDIATION NORTHERN IRELAND

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

Financial Review

The Statement of Financial activities describes Mediation Northern Ireland's income, expenditure and funds for the 2023/24 year. The Income of £157,261 marked an decrease of 16% on the previous year.

The capital fund (primarily the MNI Building on 83 University Street) is £264,761.
There is no deferred income balance at the end of March 2024.

Reserves

Free Reserves are £1,702 which is the net current assets on the Balance sheet. We have a reserves policy of six months operating costs, £80,000 which we are currently working towards.

Risk Assessment

The Board of Trustees, along with the Senior Management Team continued to review and update the organisational Risk Register, to identify and manage areas of exposure.

The greatest risk that Mediation Northern Ireland faced in 2023/24 related to cashflow squeezes arising from slow payments from debtors and this was carefully managed by the financial manager.

Future Development

In 2024/25 our focus will be the continued delivery of our strategic plan objectives, as set out above. With a new Director of Business Development now in post, a primary focus will be on developing new strategic relationships with client and funding organisations to support our work and increase our delivery for revenue generation.

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.

MEDIATION NORTHERN IRELAND

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

FOR THE YEAR ENDED 31 MARCH 2024

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 4 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 three office holders who are Trustees:

- Chair
- Vice-Chair
- Treasurer

The Board members during the year were:

- Dr Catherine Turner (Appointed to post Apr 2019)
- Caroline Greer (Appointed to post Sept 2020)
- Anne-Marie Blaney (Appointed to post Oct 2021)
- Nikita Brijpaul (Appointed to post Jan 2022)
- Adriana Morvaiova (Appointed to post Oct 2021)
- Katrina Hinfey (Appointed to post Dec 2022)
- Aengus MacGrianna (Appointed to post Jun 2023)
- Dr Esther McGuinness (Appointed to post Jun 2023)
- Prof Colin Murray (Appointed to post Jun 2023)
- Rosie Timoney (Appointed to post Apr 2019, resigned Jun 2023)
- Janni Knox (Appointed to post Feb 2022, resigned Jun 2023)

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 Managing Director, Enda Young, who has overall responsibility for the operations, strategy, and fundraising activities of the charity. Rob Colwell, Operations Director, is responsible for operational financial management under the direction of the Board approved budget.

In addition Laurie Randall, Director of Mediation and Training, and Bobby Marno, Director of Business Development (appointed February 2024), make up the senior management team. The organisation has a register of 12 Associates who deliver services on a sessional basis for the charity.

MEDIATION NORTHERN IRELAND

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

FOR THE YEAR ENDED 31 MARCH 2024

Disclosure of Information to Independent Examiner's

The Trustees who held office at the date of approval of this trustees' report confirm that, so far as they are each aware, there is no relevant audit information of which the Charitable Company's auditors are unaware; and each Trustee has taken all the steps they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charitable Company's auditors are aware of that information.

Statement of Trustee's Responsibilities

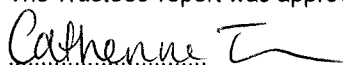
Company and charity law requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of its financial position at the end of that period.

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: 7/10/24...