

# The Corrymeela Community

(a company limited by guarantee)

## Council members and advisers

### Council members

The council members who were in office during the year and up to the date of signing the financial statements were:

Francis Brady	Elected 23 November 2019
Sharon Crooks	Co-opted 29 March 2022
Brid Cullen (Chair)	Elected 24 September 2022
Eleanor Hayes (Vice Chair)	Elected 23 November 2019
Edward Lane (Hon. Treasurer)	Co-opted 22 June 2021
Mary Magennis	Elected 23 November 2019
Duncan Morrow	Elected 24 September 2022
Sean Ó Baoill	Elected 24 September 2022
Lynda Wilson	Co-opted 29 March 2022

### Company secretary

Nicola Murray Appointed 17 January 2006

### Senior Management Team

Executive Director	Tim Magowan (resigned 31 January 2024)
Leader	Alex Wimberly
Head of Finance & Business Development	Nicola Murray
Head of Programme	Sylvia Gordon
Head of Hospitality & Facilities	Michael McCartney
Guest Relations Manager	Katherine Murphy (resigned 31 March 2024)

### Registered office

5 Drumaroan Road  
Ballycastle, BT54 6QU

### Investment Managers

Evelyn  
(formerly Smith & Williamson)  
The Ewart  
3 Bedford Street  
Belfast, BT2 7EP

### Solicitors

Edwards & Company  
28 Hill Street  
Belfast, BT1 2LA

### Independent auditors

Moore (N.I.) LLP  
Waterford House  
30-32 Lodge Road  
Coleraine  
BT52 1NB

### Bankers

Ulster Bank Limited  
11-16 Donegall Square East  
Belfast, BT1 5UB

Charity Commission NI Registration Number  
NIC101597

HMRC Registration Number  
XN48052A

# The Corrymeela Community

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## Report of the Council for the year ended 31 March 2024

The Council members, who are also the directors of the company for the purposes of the Companies Act 2006, present their annual report and the audited financial statements for the year ended 31 March 2024.

The information with respect to the Council members and advisers set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

### Objectives and Activities

Corrymeela's objects are to be a Christian Community of peace and reconciliation by engaging with difference, addressing division and supporting peace and reconciliation in Northern Ireland and beyond.

The Corrymeela Community is an open Christian community of 175 members, drawn from a wide range of backgrounds and faith traditions. Members commit themselves to each other and to the work of peace and reconciliation.

Our vision for 2025, as stated in our Strategic Plan, is to have contributed towards a more cohesive and hope-filled society by welcoming thousands of people into courageous conversations which deepen our respect for each other so more people can live well together.

We deliver this vision by:

- welcoming thousands of people from different backgrounds into experiences of hospitality, learning and community at our residential Centre in Ballycastle;
- delivering programmes alongside our partners at the Centre and in the wider community on matters of sectarianism, marginalisation, public theology, and the legacies of conflict;
- engaging in practices as a community and with others that help us serve as centres of peace and reconciliation wherever we live, work and worship.

To do this work, we rely on the commitment of staff, volunteers, and members of the community.

### Achievements and Performance

#### 1. We welcomed over 5,000 people into experiences of welcome, learning and community at our Ballycastle Centre.

During 2023/24 we hosted 5,036 people from 225 groups to our Ballycastle Centre. These numbers reflect the excellent work of our Centre teams who inspire groups to return and who deliver our services consistently well despite a significant number of unfilled posts throughout the year.

Our guests evaluated the quality of the welcome, hospitality, accommodation, and programme we provided as being 94% positive on average.

	Welcome	Accommodation	Meeting Spaces	Food & Dining	Team's support	Nurture Relationships	Facilitator	Achievement of Aims	Group Interaction	Programme Impact
Average (scale: 0- 5)	4.83	4.53	4.74	4.38	4.84	4.83	4.77	4.66	4.69	4.66
%	96.6%	90.7%	94.8%	87.6%	96.8%	96.7%	95.3%	93.1%	93.8%	93.2%

Individual guests reported that:

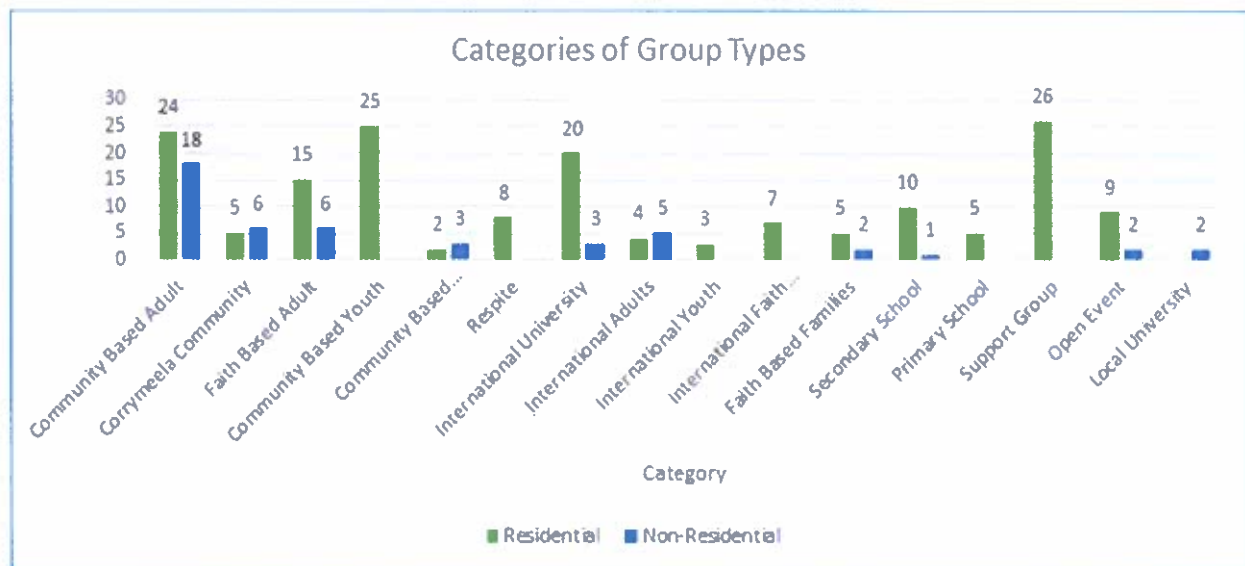
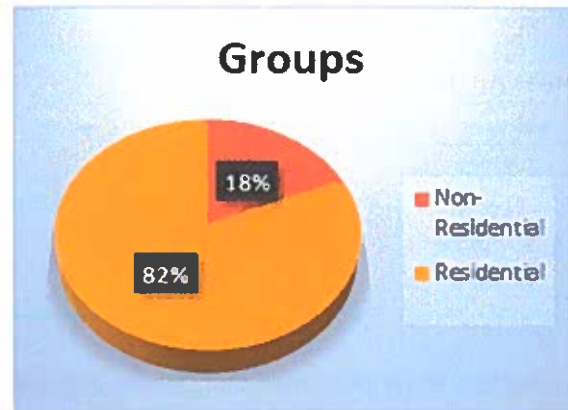
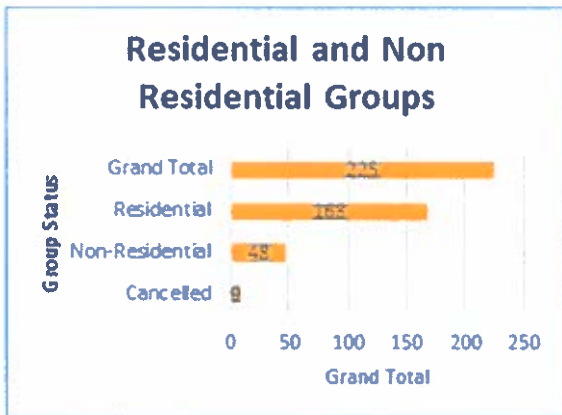
- "You are a shining example of uninhibited welcome, sharing and respect in the grace, warmth, and order of everyday life. "
- "Staff and volunteers were (without exception) helpful, supportive, and welcoming.
- "The community have been so friendly, kind, and caring. Great to be part of hospitality too."
- "The overall ethos, community life and views/location. "
- "I always felt respected and tried to be always respectful."
- The respect for others here is palpable and deep in the DNA.

# The Corrymeela Community

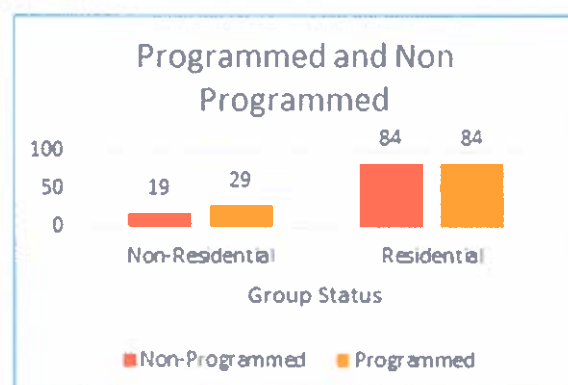
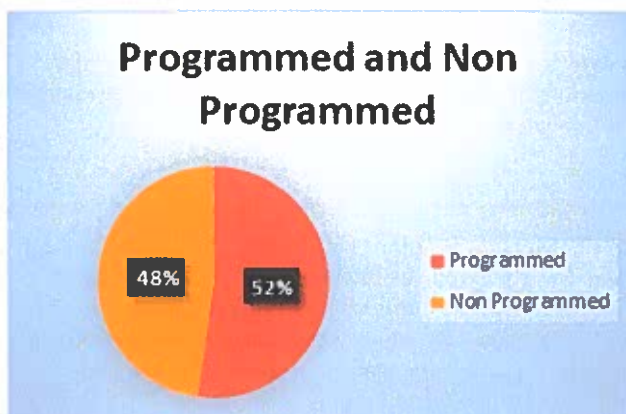
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At Corrymeela, guests receive attentive hospitality and are able to be themselves within the context of a community's shared rhythms and customs (set meal times, set times for opt-in worship/reflection; rituals such as our 'moment of silence'; regular invitations to help with dishes, etc.). It is an experience that clearly has a positive effect on guests.

Our bookings fall within a wide range of categories across society, from schools and universities to family groups, support groups and community-based groups.



Nearly half of the groups who book a stay at Corrymeela deliver their **own programme** – choosing to come to Corrymeela because the Centre provides the right setting for their work. A majority of groups request a **Corrymeela Programme** delivered by Corrymeela-based personnel. We work to design and facilitate programmes that makes sense for them, bringing in additional outside facilitators (affiliated with Corrymeela) whenever appropriate:

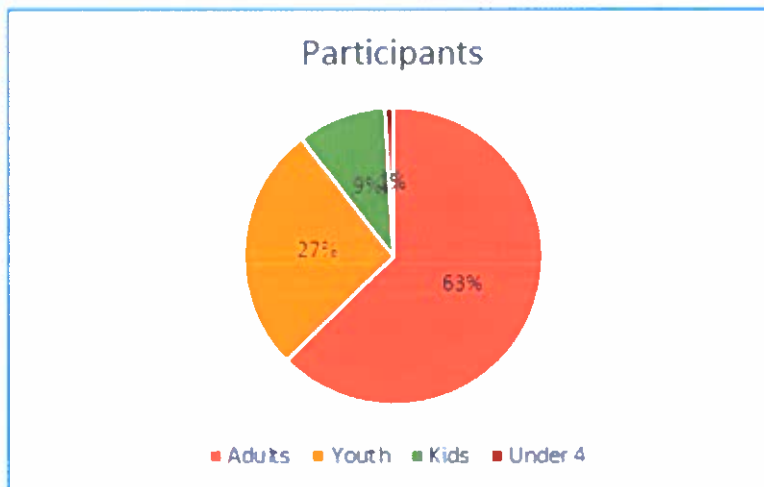


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More than a third of our work is focused on **youth and children**.

Category	Number
Adults (18+)	3156
Youth (12-17)	1354
Kids (5-11)	479
Toddlers (2-4)	35
Babies (Under 2)	12
<b>TOTAL</b>	<b>5035</b>



The ability of Corrymeela to host all ages demonstrates the positive influence Corrymeela can have on both the present and future of Northern Ireland. The wide age range indicates the level of resource needed to maintain a safe and engaging environment for all our guests.

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## *Horizons volunteers*

The work at the Centre benefits significantly from the Horizons **Volunteer Programme**, which has brought together a team of 10-12 long-term residential volunteers to provide additional support for groups and to engage in practices of hospitality.

In 2023-2024, the Horizons team contributed over **15,200 hours of volunteer work** to the Centre.

The presence of this team of volunteers allows us to create a sense of community and welcome for those who come to Corrymeela. The positive feedback we receive from guests monthly about our volunteers is excellent: "volunteers were (without exception) helpful, supportive, and welcoming. Respect permeates Corrymeela. I hope you are proud of this!" and "Every encounter with volunteers was courteous, open hearted and spirited."

Along with providing a benefit to the Centre and to those staying with us, the Horizons programme aims to provide volunteers with an experience that informs their own sense of self, their understanding of community, conflict, and reconciliation – and to help build up the next generation of peacebuilders. Volunteering has always been at the heart of Corrymeela – as we work to create communities of collaboration and service, and as we seek to model a different way of being. Instead of transactional relationships, we look to commit to each other's well-being and to complete shared objectives through mutual consent.

## **2. We developed innovative programmes with partners; delivering them at our Centre and in communities around Northern Ireland.**

We have four distinct areas of programme, each managed by a member of staff: Sectarianism, Marginalisation, Public Theology and Legacies of Conflict. The Programme team works closely together with our Head of Programme to support one another in their areas of focus and to identify opportunities for collaboration.

### **Sectarianism**

Our International **Moving Beyond Violence** Consortium of Ulster University, Bradford University, Mershon Centre for International Security Studies, The Northern Ireland Executive and The United States Institute for Peace continued to meet together and in June 2023 we hosted a residential at Corrymeela called *Rites, Rituals and Transformative Processes*. We invited participants from Nepal, Nigeria, Lebanon, USA, The Netherlands, Palestine, Columbia and more locally to engage in a conversation about how this was applied in other countries. There were academics, policy makers and practitioners present and the learning established in that space was then written up and will be published in 2024 through the United States Institute for Peace. Following this process, we then co-hosted an Academic gathering in November 2023 to establish a research project in partnership with Duesto University, Mershon Centre for International Security

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Studies and the Ulster University. Please note that this is an example of coproduction between Corrymeela Staff and Corrymeela Community Members.

In partnership with Community Members, we continued to work with Friends who meet in Farset, a cross community church based project from the Falls and the Shankill. The group established their relationships through Decade of Centenaries and Moving Beyond Violence and we have continued to build relationships looking at **Culture and Religion**. We also continued to work closely with the Shankill Women's Centre concluding with a residential in Corrymeela which resulted in the women consulting with government departments regarding frustrations with violence in their area. (They also featured in Songs of Praise which was a great boost!)

We hosted our third **Courage to Lament** service in St Anne's Cathedral on the 21 June 2023 in partnership with the Wave Trauma Centre and Healing Through Remembering, St Johns on the Falls and Belfast Cathedral. The service was attended in person by over 300 people coming together to reflect on lives lost in the Northern Ireland conflict. The event was attended by past and present politicians. Many thanks to all community members involved with this project.

The Programme Manager for Sectarianism is an active member and regular chair of **#stopattacks**, a pressure group of church, youth and community workers focussing on the residual violence that we have failed to move beyond. This year we have actively influenced online and in person with the Police Service for Northern Ireland (PSNI and Tackling Paramilitary Programme (TPP)). In February 2024, and in partnership with Queens University, we hosted Dr Carlene Firmin who is an expert on **Contextual Safeguarding**. This is a methodology of working with Young People at risk of violence. The event was well attended with representatives from both the Statutory and NGO sector.

In addition, the Programme Manager is a member of the **Reference Group** which is a non-government organisation which engages with some of whom who are non-subscribers of peace and the advisory committee of the Engage Project in the EA, and on the advisory group of the Centre for Acknowledgement, Learning and Memory.

## Marginalisation

In 2023-2024, we continued to deliver out on the **Asylum Seeker and Refugee Trauma Support Programme**. The programme is funded by the Department of Health through the Community Foundation Northern Ireland. To date with our partners the Starling Collective, Anaka Women's Collective, CANS, Place to Wonder, LORAG and the Hummingbird Project we have delivered trauma informed training and services to 2000 people including those seeking refuge and asylum, practitioners in the voluntary, community and statutory sectors and academia.

During the summer of 2023 we hosted 3 trauma informed residentials for asylum seeker men accommodated in hotels in the Causeway Coast and Glens. At the invite of the local authority, we planned and delivered retreats for up to 36 men displaced by war and conflict from other parts of the world. It was a humbling and enriching experience for Corrymeela.

With funding from our **Together We Shelter** Legacy and in partnership with the VSB Foundation and the Blue Pilgrims the Marginalisation team led on the Voices of Migrant Women project which sought to increase the visibility, voice, and space for leadership by refugee, asylum seeking and migrant women. During the summer of 2023, we led on a leadership residential for women at Corrymeela. Alongside this the Project Co-ordinator continued to hold a very busy caseload involving 30+ individuals and families.

We also actively promoted a holistic and collective approach to trauma and continued to build a community of practice. During the previous year a series of inputs on marginalisation and trauma methodologies were delivered with Queen's University Belfast and Dublin City University. At the end of this reporting period we were ready to deliver the **Transforming Trauma – Collective Community Healing** events with the Centre for Mind Body Medicine, which took place in April 2024.

## Public Theology

The Programme Manager for Public Theology led on several initiatives in partnership with the Leader of the Corrymeela Community. Brave Spaces for Sacred Stories is our series of public facing events which include Borderlands and Corrymeela in the City.

**Borderlands**, a regular cross-community event of music, storytelling, and socio-political and theological reflection, has been held in the Pavilion Bar on the Ormeau Road with an average attendance of 60 people per event. Space has been created for dialogue around contemporary issues including the Gaza conflict and the influence and significance of the life of Sinead O'Connor.

For the second year we led a collective network in hosting an evening event to mark the **UN International Day of Peace**. Our main partners in this network were the NI Inter-Faith Forum, Beyond Skin, Tommy Sands of Arts A Wonder, the

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Community Relations Council and Fr Martin Magill of St Johns on the Falls Road. On the 21 September we gathered 200 people at St Anne's Cathedral for an event of interfaith reflections.

In the second year of our **International Seed Group**, funded by the Henry Luce Foundation, we have continued our work with a group of emerging faith leaders in other countries impacted by conflict. Our first cohort had 7 participants, Christian and Muslim, from Lebanon (2), South Africa, Lithuania, Afghanistan, Kazakhstan, and Armenia. Our second cohort has participants from Lebanon, Syria, Ukraine, Kyrgyzstan, and Georgia.

Our Public Theology Programme Manager provides support to the **Forum for Discussion on Israel and Palestine** (FODIP) which seeks to gather British and Irish Muslims, Jews and Christians to find pathways for dialogue around contentious conversation on Israel and Palestine. We have been part of bringing together a cohort of representatives from Northern Ireland and have contributed to online gatherings of the wider cohort of 25 participants. We have been preparing to host a residential later this year for all the participants from the UK and Ireland.

Alongside a Corrymeela Community member, we held our annual residential for church leaders and members who have been advocates for the LGBTQ+ community. **Blessed Are The Brave** once provided a safe and rejuvenating space. We also regularly host and facilitate an ongoing political elders' group which has been significant in holding relationships in the absence of Stormont.

## Legacies of Conflict

Since the start of March 2023, we facilitated five **Facing History** residential programmes with cross-community school partnerships involving 280 students, delivering sessions designed to promote and develop the civic awareness and critical thinking skills of students. The schools involved have been Ballymena Academy, Slemish Integrated College, Banbridge High, Newbridge Integrated, St Louis Dundalk, Friends' School Lisburn, and St Dominic's Grammar School, Belfast.

As the year progressed, we held multiple meetings with Facing History US and Facing History UK to explore opportunities to share resources, collaborate on teacher training sessions, and offer professional development opportunities for Corrymeela staff.

In March 23, we delivered a workshop on creating respectful classroom communities at the Queen's University Belfast **Feminism in Schools NI Conference**. In March 2024, we held the first Corrymeela Facing History training event for several years. 16 post-primary teachers and 4 researchers from QUB attended the event. The 6-hour training covered each element of the scope and sequence of the Facing History learning journey (identity and belonging; us and them; historical case study; memory, legacy, and judgement; choosing to participate).

With funding from the Department for Foreign Affairs we marked alongside wider society, the 25th Anniversary of the **Belfast/ Good Friday Agreement** in April 2023. '**25 Years On...**' was a large-scale programme of public events attended by 676 people. The Service of Recommitment on 16 April 2023 in Clonard Monastery was the centrepiece of the programme. There, 12 years before the Agreement was signed, Fr. Alec Reid held crucial conversations that moved society from violence to peace.

During the service, we rededicated ourselves to a just and lasting peace and sought to remember that peace is not an event but a journey. Those in attendance were peacebuilders from across community backgrounds and generations. We were also joined by political leaders from across the islands as well as US Special Envoy to NI Joe Kennedy III; US Consul General Paul Narain; Minister of State Steve Baker and the Chair of the UK Committee for NI Affairs, Simon Hoare; Deputy Leader of the Irish Senate, Mark Daly, Claire Hanna MP, Mike Nesbitt MLA, Andrew Muir MLA, and others.

During this year we were also invited by the Office of the Northern Ireland Executive in Brussels to facilitate the Messines Youth Symposium and mark the 25<sup>th</sup> anniversary of the Island of Ireland Peace Park. The Youth Symposium brought together young adults from diverse nations to create a collective, **contemporary Peace Pledge** to sit alongside the Peace Pledge written 25 years before. The group met with several representatives including members of the Barr and Harte families (who were instrumental in the establishment the park), the four Irish Church Leaders, the Head of the NI Civil Service, and the Leader of the Corrymeela Community.

Through connections made through previous programmes (Shared Education in Youth Work, Nurturing Hope) Corrymeela contributed to a successful application for the **Shared Learning Together** strand of PeacePlus. Using experience from previous projects, Corrymeela was instrumental in the planning of the project and writing of the application alongside Youth Action. This application was successful and through this project (**Shared Agenda for Peace**), Corrymeela and other project partners will work alongside up to 50 youth clubs per year, delivering cross-community youth programming and developing shared education partnership practice.

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Corrymeela, in partnership with Understanding Conflict Trust, Mediation NI and TIDES Training, developed and piloted an experiential programme for young adults called **Seeds of Hope**. This has emerged from the Nurturing Hope resources and decades of experience from previous Corrymeela “seed groups.” We recruited 17 young adults (aged 18-25) to reflect the demographic profile of contemporary Northern Ireland. The group spent 75 hours in sessions exploring the dynamics of interpersonal relationships, politics, conflict-affected societies, and dynamics that grow hope. The Seeds of Hope Programme is supported by Rotary International and other Rotary clubs from these islands, Europe and USA.

In this financial year 2023/2024 Corrymeela and partners continued to deliver the **Our Places Our Pasts Our Perspectives** Programme funded by the National Lottery Heritage Fund, Department of Foreign Affairs and the David Tyler Trust. Using contested heritage as a lens we worked alongside Ardcar (South Belfast), BOMOKO NI, Save Our Sperrins, Positive Carrick and Newtownards to resource local projects.

### 3. We committed ourselves as a community to the work of peace and reconciliation.

Corrymeela began with the idea of ‘community’ – with individuals, inspired by their Christian faith, agreeing to be in respectful relationship with each other as an expression of a new way of being human together. Corrymeela continues to have an active membership at its heart. Although we do not require individuals to identify personally as Christian to be a member of Corrymeela, we continue to journey as a Christian community towards reconciliation: ‘seeking guidance from the teachings of Jesus, the wisdom of other traditions, and the lessons of our encounters.’

**At the end of March 2024**, Corrymeela had 166 voting members, 9 provisional members and 100 associate members. Members commit annually to the values of Corrymeela, promising to live out the purpose of Corrymeela wherever they live, work and worship. Provisional members take on a year of active involvement before deciding whether to commit more fully to the community. Associate members elect to remain in close contact with the life of Corrymeela, but recognise they are unable to commit to the level of involvement expected of members.

Members contribute more than **5,000 volunteer hours** per year to Corrymeela’s work at the Centre, alongside programme staff, and through Council and its committees. The membership provides Corrymeela with connections across various strands of society – with over 200 direct links with church, civic, educational, and professional organisations. In committing to being in relationships of difference, the community serves as a contrast to the harmful divisions of our society.

Members meet monthly in **Cell Groups** online or in each other’s homes and gather regularly in topic-focused discussions on matters such as Climate Justice, Public Theology or particular conflicts. Through these microcosms of the larger community, members have opportunity to building deeper relationships with each other, to reflect on the practices of peace and reconciliation, and to develop projects within particular areas of concern.

Among the highlights of the members’ involvement this past year were the **Friends 101** residential, organised by the Ballyhackamore Cell Group, which brought families connected through the Farmbox food bank in Belfast up to the Centre for a weekend of shared experience and relationship-building. Members also helped lead the week-long **Nurturing Hope conference** in July. Nurturing Hope hosted an international gathering of over 60 scholars, practitioners and everyday peacemakers who look to create spaces through which people who are divided can “experience the intimacy of our honest differences.”

Other member-led initiatives included the Corrymeela podcast, an online conversation about the war in Gaza, the monthly Corrymeela in the City ecumenical services, and Public Theology series centred around Brian McLaren’s book, *Faith After Doubt*. Members have also become more involved through **Community Presence** this past year. This is a form of short-term volunteering at the Centre in which members work with other volunteers and alongside staff to provide a positive experience for guests and to ‘nurture respectful relationships’ with one another.

A major development in the life of the community in 2023/24 was the adoption of the **Corrymeela Community Charter**. The Charter sets out on two sides of A4 statements explaining Who We Are, What We Do, Why We Do It, How We Do it, and How We Know It’s Working. Clarifying the relationship between members, staff, volunteers and partners; stressing the collaborative approach to our work; and laying out our expected behaviours, the Charter will serve as a tool for holding us all accountable in our shared work.

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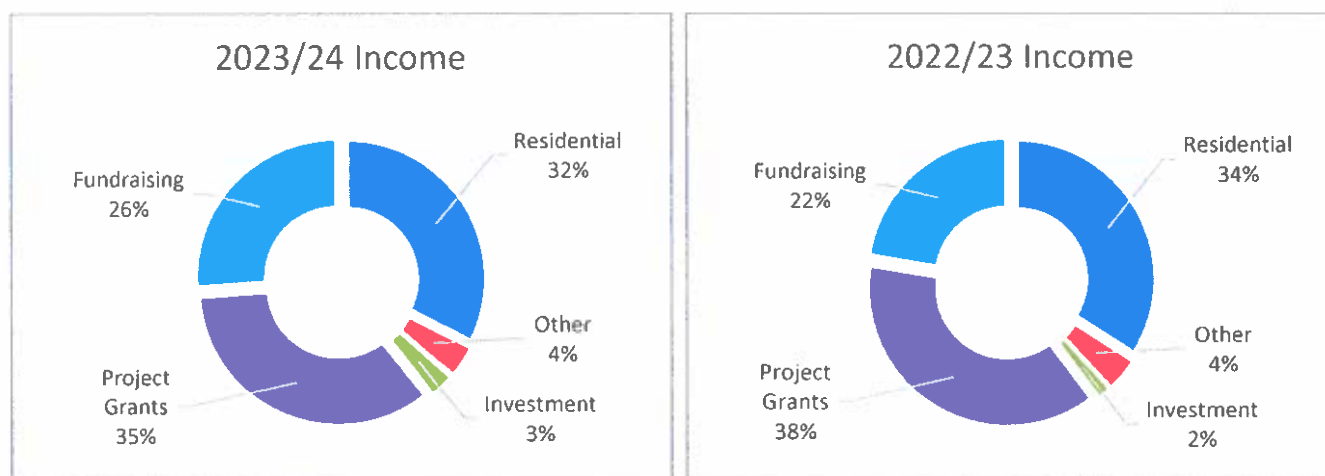
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## Financial Review

Incoming resources for the year were £1,928,284 (2022: £1,707,788), an increase of £220,496. Residential income has continued to grow, up by £79,783, as the negative effects of covid recede. Grant income remains strong at £668,129 (2023: £609,307) as we continue to deliver project and programmes both at our residential centre and in the community. Fundraising income rose by £142,986 thanks to increases in both donations and legacies. However, the fundraising environment still remains challenging, especially with the cost-of-living crisis which is affecting donors' disposable income and their ability to make donations. We have also benefited from continuing higher interest rates on our deposits, which has given us an increase of £31,143 in income from our investments.

Expenditure has increased by £189,486 (a rise of 11.2%) as operations, programmes and activities continued to grow back to pre-pandemic levels in project work and particularly in our residential centre.

The principal sources of funding for the organisation remain in three key areas, income from grant support for programmes and projects £668,129 (2022: £609,307), fundraising voluntary income £502,961 (2023: £359,975) and the residential centre of £625,866 (2023: £546,083), in total representing some 93% of total income.



## Investment Powers and Policy

Under the Memorandum and Articles of Association the charity has the power to invest in any way the Council wishes. Corrymeela's Investment Policy is as follows:

Council, having regard to the liquidity requirements of operating Corrymeela, to the needs of a major capital development project and to the reserves policy, will operate a policy of keeping available funds primarily in interest bearing deposits with a limited amount in government stock. The Community should seek to optimise the rate of deposit interest it earns.

The following policy operates for the Witness for Peace Fund and other restricted funds which may have to be invested:

In general, the Corrymeela Community expects its investments to be ethically invested. Specifically, this means no investments in armaments, tobacco, alcohol, countries that have a poor human rights record and companies that have shown little respect for environmental considerations.

## Reserves Policy

Council has established the level of reserves (that is those funds that are freely available) that the charity ought to have. Reserves are essential to

- provide working capital or seed money for new projects to get off the ground before funding has arrived.
- provide for new developments or programmes for which funding cannot be found.
- help fund redundancies if grant aid or project income ends or reduces, or if the work changes direction.
- provide working capital for major site developments while fundraising is being carried out and/or awaiting grants coming in.

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- provide working capital for day-to-day work and to cover seasonal variation in income and expenditure.

Council therefore considers that the ideal level of reserves at 31 March 2024 would be approximately 6 months annual unrestricted expenditure that is £601,756. The actual reserves at 31 March 2024 are £595,294. In calculating reserves, the Council has excluded the restricted funds £524,289 and £5,286,122 for designated purposes. The current reserves are above target.

## Public Benefit

The public benefit of the Corrymeela Community arises from our work in helping build a shared society in Northern Ireland where those from different political, religious and ethnic groups can learn to value our interdependence. Better understanding of each other advances peace and good community relations, lessens conflict and helps alleviate discrimination. Sharing experiences with people we otherwise would not encounter helps build the positive relationships that are needed for genuine reconciliation. Our work helps focus our collective attention and energy around addressing some persistent consequences of conflict: unequal economic opportunities, mental health problems, transgenerational trauma, and the lingering threat of cyclical violence.

Our programmes work with children, youth, schools, family, volunteering and faith-based initiatives to support a shared future. We promote knowledge and understanding of difference and support equality and diversity to reduce discrimination. Thousands of people come through our residential Centre in Ballycastle each year; we reach thousands more through our engagement with schools, faith groups and community organisations. Our members live, work, and worship in places across Northern Ireland and beyond, and extend the message of Corrymeela into countless conversations and initiatives.

As a community, at our residential Centre and through our programmes, we model a different way of being: engaging in respectful dialogue with those who are different. These safe/courageous spaces encourage better understanding and lead to breakthroughs that might not otherwise occur. As a learning community, we engage in reflective practice – and have built global partnerships that allow us to compare experiences of conflict from various contexts. We currently work with over 15 US universities, major universities in Ireland, and a growing number of academic and peacebuilding institutions from around the world.

Our hope is that those who experience a new sense of what is possible at and through Corrymeela will look to create spaces of hospitality, learning and community in their own areas of influence; thereby multiplying the public benefit of Corrymeela: 'Corrymeela begins when you leave.'

## Plans for Future Periods

The return of the Northern Ireland Assembly provides a new opportunity to imagine a shared future where we live not just for our own interests but for the wellbeing of others. The shifting political situation, however, will likely cause some communities to feel more vulnerable and increase social instability. Cuts to government funding and the rising cost of living have created a situation where Corrymeela is called on to do more work with less resource.

Following the departure of our Executive Director on 31 January 2024, Corrymeela began a review of our structure to become more sustainable for the future. We will likely enter a period of consolidation as we aim to become less top-heavy. Subsequently, we will be reviewing our Business Plan to become more efficient operationally.

2025 will bring us to the end of our current Strategic Plan. As we develop a new strategy, we expect to:

- Consolidate our leadership structure to make decision-making more efficient, allowing the Leader and Senior Management Team to operate more strategically and respond more pro-actively.
- Move forward with an All-Site Development plan to learn how to enhance what the Centre offers and generate the right level of income through this invaluable asset;
- Build upon the work of our trauma-informed practice training to offer similar training for more people and to develop ourselves as a trauma-informed organisation;
- Capitalise on Corrymeela's distinct position as a community relations charity and a faith-based community to bring conversations about grief and hope into the public conversation; to ritualise the practices of lament and healing; and to celebrate the possibility of a more interdependent future with people of all ages and from various backgrounds.
- Take advantage of the opportunity in our upcoming 60<sup>th</sup> anniversary year to learn, reconnect and reset ourselves as a community of reconciliation in a changing Ireland.

# **The Corrymeela Community**

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## **Structure, Governance and Management**

### **Governing Document**

The Corrymeela Community is a company limited by guarantee governed by its Memorandum and Articles of Association last revised and adopted on 27th April 2019. It is also a registered charity with the Charity Commission for Northern Ireland.

The Corrymeela Community is a Christian community of reconciliation and there are currently 166 members (167 in 2022), drawn from many traditions whose members individually and together are committed to reconciliation through the healing of social, religious and political divisions that exist in Northern Ireland and throughout the world. Council is responsible for the overall governance of the charity.

### **Appointment of Council**

As set out in the Articles of Association the Council shall consist of:

- Up to 8 (and not less than 6) elected Trustees
- Up to 4 co-opted Trustees.

Elected Trustees shall be elected at the annual general meeting for a period of up to three terms of office. A term of office runs from one annual general meeting on to the next annual general meeting rather than being determined by calendar years. The Trustee's term of office can be extended by a further period of up to three terms of office by mutual agreement between the Council and the Trustee. Trustees may not serve more than six terms of office consecutively. A Trustee who has served six years consecutively will only be eligible for re-election after two terms of office have elapsed since the Trustee's retirement. In exceptional circumstances the Trustees may resolve that it is in the best interests of the Charity for a retiring Trustee to remain for one further term.

The Trustees shall appoint a chair, a vice-chair, treasurer and such other honorary officers from among their number.

The Trustees may at any time co-opt up to four individuals who are eligible to be Trustees to address any lack of skill or expertise. A Co-opted Trustee may be appointed for a term of up to three calendar years from the date of appointment and shall be entitled to attend meetings of the Trustees and shall have a right to vote at meetings of the Trustees. Co-opted Trustees shall not be required to be members of the Charity. A Co-opted Trustee shall be eligible to be co-opted again, subject to a recommendation from the Trustees on each occasion but shall not serve for a period of more than six years consecutively.

All members are circulated, prior to the AGM advising them of the Trustees retiring, informing them of the responsibilities of a Council member and inviting them to make nominations on the appropriate form. The election of Trustees shall be made by the members of the Charity at the annual general meeting or at a general meeting summoned for that purpose provided always that an overall majority of the Trustees (whether elected or appointed as a casual vacancy or a Co-opted Trustee) must be members of the Charity.

### **Structure**

The objective of Council members individually and collectively, is to ensure, that Corrymeela operates in a manner which enables it to fulfil the objectives listed in the Memorandum and Articles of Association as effectively as possible.

Overall the role of Council is to govern, while the responsibilities for management rest with the Executive Director and where appropriate and agreed, the Leader. In carrying out its responsibilities, Council will uphold the values of accountability to its stakeholders, probity and transparency.

Council is responsible for the overall governance of the charity and is supported by the following five Committees:

- Office Bearers' Committee
- Community Life Committee
- Audit and Risk Committee
- Governance and Nominations Committee
- Finance Committee.

Council will appoint the Chair of the Committee and approve membership. Trustees participate in the Committees and Council is informed by regular reporting so all decisions are ratified by Council.

# **The Corrymeela Community**

**(a company limited by guarantee)**

## **Remuneration of Key Management and Personnel**

The trustees (Council) give of their time freely and receive no remuneration for their duties. Corrymeela aims, to the best of its ability, to provide fair and equitable salary remuneration whilst trying to secure a sustainable future. Corrymeela benchmarks salaries by mapping individual posts, with reference to the responsibilities and qualifications required for the post, against NJC scales and within the NI voluntary sector but remains independent from any external comparisons. The final decision on any pay review lies with Council.

## **Review of Governance**

### *Council meetings*

During the course of the year, Council met on 7 occasions to govern the organisation, agreeing and monitoring progress against our Operational plan and budget, managing risk and developing a new strategy.

In addition, the following Committees met on a regular basis:

- Governance and Nominations Committee,
- Community Life Committee,
- Audit and Risk Committee,
- Officer Bearers' Committee,
- Finance Committee.

### *Trustee Induction and training*

Each new Council member receives a copy of:

- Corrymeela's Articles of Association,
- The Corrymeela Community Charter
- Corrymeela's Governance Framework which includes Council's roles and responsibilities, Code of Conduct and Governance and Organisational structures
- Council's Commitment to Working Together
- Corrymeela's Strategy, which includes the organisation's Vision, Values and Purpose, and the current Operational Plan

### *Improving governance*

Council have taken steps to continue to improve the charity's governance so we deliver our mission well now and in the future. Highlights for 2023-2024 include:

- All governance systems and processes are regularly reviewed and updated.
- Policies have been updated and communicated with staff and other personnel.
- We began a review of our leadership structure and adopted a Corrymeela Community Charter to clarify aspects of Corrymeela's governance.

## **Risk Management**

Our Audit and Risk Committee has continued to manage risk well, by ensuring that proper controls are in place and to give assurance to members that Corrymeela has high standards in corporate governance This has included the regular review of our risk register and managing the updating of all our policies.

## **Reference and administrative details**

Details of the Council members, company secretary and other advisers are listed on page 1.

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## **Statement of Council Members' Responsibilities**

The Council members (who are also directors of The Corrymeela Community for the purposes of company law) are responsible for preparing the council members Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the council members to prepare financial statements for each financial year. Under that law the council members have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard FRS102, the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS102) and with the Statement of Recommended Practice "Accounting and Reporting by Charities". Under company law the council members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the council members are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material 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 charitable company will continue in business.

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

In so far as the council members are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the council members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Council members are responsible for the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## **Small companies' exemption**

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

By order of the Council

Brid Cullen  
Chair

**The Corrymeela Community**  
Date 18<sup>th</sup> June 2024

