



Thrive Ireland
(A company limited by guarantee)

Report and Financial Statements

Year ending 31 March 2024

Charity number: NIC 105143

Company number: NI 633383

THRIVE IRELAND LIMITED

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THRIVE IRELAND LIMITED

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual directors' report and independently examined financial statements for the year ending 31 March 2024 which also comply with the requirements for a directors' report and accounts under the Companies Act 2006.

The financial statements comply with the Charities Act (Northern Ireland) 2008, the Companies Act 2006 and the company's Articles of Association. They comply with the Accounting and Reporting by Charities Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard FRS 102 applicable in the United Kingdom and Republic of Ireland.

Our Aims and Objectives

The Charity's object is to advance faith-based community development by encouraging, supporting and enabling Christian Churches to become more effectively engaged with their communities and in particular:

- (1) Build the capacity of Christian Churches to engage in community development activities by:
 - (i) creating and delivering tailor-made training and mentoring to local Church congregations.
 - (ii) promoting understanding of faith-based community development, community leadership and conflict management and resolution among congregational leaders.
 - (iii) promoting understanding amongst leaders of civic society of the impact of faith-based community development and the contribution of Churches in promoting social justice; and
 - (iv) being a catalyst of influence for structural change in the understanding of faith-based community development, community leadership and conflict management and resolution among denominational and other Church leaders and those providing education for Church leaders.

- (2) Increase the efficiency and effectiveness of Christian Churches and associated charities in the use of their resources by:
 - (i) mapping community service work currently provided by Churches and other relevant organisations to enable better co-ordination of community development;
 - (ii) facilitating regional Christian community development and mission networks/fora for shared learning, education, and action;
 - (iii) sharing good practice from global Christian community development to inspire and empower local community development practice; and
 - (iv) actively promoting peacebuilding as a Christian imperative to enable communities to thrive.

Ensuring our work delivers our aims

We review our aims, objectives, and activities each year. This review looks at what we have achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each activity and the benefits they have brought to the individuals, congregations, and organisations that we are set up to help. The review also helps us ensure that our aims, objectives, and activities remain focussed on our stated purposes. We refer to the guidance in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular the Board consider how planned activities will contribute to the aims and objectives they have set.

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Achievements and performance

This year we have really been focusing on building collaborative partnerships to enhance our impact and sustainability. Developing partnerships with Christians Against Poverty and the Las Casas Institute for Social Justice are opening up new audiences and enabling us to use our expertise in Church Community Transformation to contextualise the process more widely.

We have also developed a new five-year strategy which includes the development of new funding and income generation opportunities as well as development of our communications to be more sustainable.

Aim 1

Build the capacity of Christian Churches to engage in community development activities.

- a) Support training or facilitation was carried out with 23 individual church congregations from various denominations as well as for Church networks and for a Prison Fellowship Strategy refresh process.
- b) Resources continued to be developed and provided on the Thrive Ireland website.
- c) 41 Facilitators in 10 churches trained in the initial stages of CCT community development.
- d) Thrive Ireland Podcast, Inspired to Act, completed 8 episodes and they have received over 1000, downloads from around 20 countries.
- e) In partnership with Christians Against Poverty materials are being developed, written and piloted across a number of churches for asset-based community development,
- f) Partnership development with the Rural Community Network to enable training in community development in rural churches – pilot continuing in Fermanagh.
- g) Continuing partnership with Tearfund UK to develop global learning for developing understanding and training in Ireland.
- h) Materials being developed and written in partnership with the Las Casas Institute for Social Justice for use in the Catholic church, both in Northern Ireland, the ROI and the wider UK.
- i) Teaching and facilitation at a number of Christian conferences and bible and theological training colleges.

Aim 2

Increase the efficiency and effectiveness of Christian Churches and associated charities in the use of their resources.

- a) Development of materials from learning in the Newtownards model of cross sectorial engagement – within the processes of CCT for the new pilots.
- b) 61 Individual mentoring, coaching and pastoral care sessions for faith leaders working in areas of economic deprivation.
- c) External evaluation completed of Thrive Ireland's two-year Transforming Leadership Programme.
- d) Plans for input into 2 theological college curricula to enable dissemination of Church Community Transformation.
- e) Completion of 5 year strategy refresh for Thrive Ireland and development of a Theory of Change for greater impact.
- f) Partnership working on research into poverty and church community engagement for Christians Against Poverty and the Las Casas Institute for social justice.
- g) Active input into the Community Faiths Forum in Northern Ireland.
- h) Training for church leaders and laity from Middle East Anglican churches to enable community engagement and development.

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- i) Facilitation of learning trip from Rwanda to N. Ireland - for local churches - to support & encourage learning from Rwanda in dealing with the legacy of the past.

We are fulfilling our public benefit requirements above through the education of church members and leaders of churches in community development, peacebuilding and advocacy skills to enable them to

extend their activities to benefit the public. We have also enabled greater engagement of Christian Churches with the community and voluntary sector in Northern Ireland through the building of relationships and understanding of the faith sector with the Rural Community Network, NICVA through the Community Faiths Forum, East Belfast Churches Network, The Link Family and Community Centre, Newtownards and the Southeast Fermanagh Foundation. We are also active participants in the Community Faiths Forum and work with other global development agencies to bring global and international development learning to local churches and the peacebuilding and community sector in Northern Ireland.

We are currently actively developing relationships with key educational establishments to further increase the efficiency and effectiveness of Christian Churches in the use of their resources.

Financial review

During the year to 31st March 2024, income totalled £57,761 (2023 - £70,516). The organisation has built good relationships with donors who are supportive of our work. Around 48 per cent (£27,741) of income was in the form of donations and grants from individuals, organisations, churches, and charitable trusts. The balance of income in 2023-24 was raised through charitable activities, including work carried out with churches. Total expenditure during the year was £56,322 (2023 - £73,936). All expenditure was incurred on charitable activities. Net income for the year was £1,439 (2023 – Net expenditure of £3,420).

Engagement with churches and trusts are important aspects of the charity's activities. However, much of our current income in the past year has been generated through consultancy work. The charity is currently engaging in a strategy refresh and funding strategy plan which will enable our funding package to be widened and extended.

Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned expenditure. The charity regularly monitors its financial reserves, income and expenditure streams, planned activity and organisational commitments. It aims to build its free reserves (unrestricted general funds) to a level between four months and six months of projected total revenue expenditure for the following year. The appropriateness of the level of reserves will be subject to review each year. At 31st March 2024, reserves were £28,398 (2023 - £26,959), of which £11,471 (2023 - £21,476) were unrestricted.

Reference and administrative details

Company registration number:	NI 633383
Charity registration number:	NIC 105143
HMRC reference:	NI 00625
Registered Office:	241 Newtownards Road Belfast BT4 1AF
Bankers:	The Cooperative Bank

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Directors and trustees

The directors of the charitable company are its trustees for the purpose of charity law. The elected trustees and officers serving during the year were:

Glen Mitchell (Chair)
Stephen Adams
Tom Coard (Treasurer)
Sharan Kelly
Samuel Moore
Useni Sibanda
Barbara Smith (appointed 9 January 2024)
Nicola Temple (appointed 21 May 2024)
Chris Thompson (appointed 9 January 2024)
Francis Wahome

Key management personnel:

Diane Holt (Executive Director)

Structure, governance and management

Governing Document

Thrive Ireland is a company limited by guarantee incorporated on 3 September 2015. It is governed by its Articles of Association dated 17 July 2015. In April 2016 the company became a registered charity with the Charity Commission for Northern Ireland. It is registered as a charity with HM Revenue and Customs for taxation purposes under reference NI00625. Members of the Company agree to contribute an amount not exceeding £1 in the event of the charity winding up.

Appointment of directors

As set out in the Articles of Association the members present at the Annual General Meeting will elect the trustees. The number of the directors shall not be more than 15 and not less than 5 at any one time.

The trustees shall have the power at any time and from time to time to appoint any person to be a director, either to fill a casual vacancy or as an addition to the existing directors. Any trustees so appointed shall hold office only until the next following Annual General Meeting and shall then be eligible for re-election.

When considering co-opting directors, the Board has regard to the requirement for any specialist skills needed.

Trustee induction and training

New trustees undergo orientation to brief them on their legal obligations under charity and company law and the Charity Commission for Northern Ireland guidance on public benefit and inform them of the content of the Articles of Association, the Board decision-making processes, the business plan and recent performance of the charity. During the orientation they meet other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The Board of Directors administers the charity. The Board meets at least six times each year. The Executive Director is appointed by the Board to direct and manage the day to day operations of the charity.

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Related parties

There are no related parties. Thrive Ireland works closely with a number of bodies which support the charity. In particular it would like to thank its supporters for their contributions to its work over the past year. During 2023-24, Thrive Ireland received income from individual donors and organisations and funders including:

- Benefact Trust
- Las Casas Institute
- The Evangelisation Trust

Risk management

The Board regularly reviews risk in the organisation through an annual review of the risks the charity may face, establishment of systems and procedures to mitigate and manage risks identified, implementation and regular review of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work is ongoing to identify risks and deliver better management procedures and contingency plans. Particular attention will focus on non-financial risks arising from operational activities and financial risks arising from securing income to ensure the sustainability of the organisation.

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Statement of Trustees' Responsibilities

The trustees (directors of the company for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and regulations.

Charity law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under the relevant legislation the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the net movement in funds for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the applicable law and regulations. 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.

Small company exemption – Companies Act 2006

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 trustees



Glen Mitchell

Chair

24 September 2024