



Crois Dhearg na hÉireann Irish Red Cross



ANNUAL REPORT 2021

The Irish Red Cross is part of the largest global network of voluntary humanitarian action in the world - the International Red Cross and Red Crescent Movement - founded by Henry Dunant in 1863. There is a national organisation in nearly every country of the world. Across the world, 15 million people worldwide are Red Cross and Red Crescent volunteers in 192 National Societies.



CONTENTS

GOVERNANCE

- 04** Our Vision
- 06** Chair & Secretary
General Statement
- 09** Ráiteas Réamheolais
- 13** Our Mission
- 14** The Movement
- 15** Structure, Governance & Management
- 17** Board of Directors
- 18** Induction for the Board of Directors
- 19** Partners
- 20** Strategic Focus
- 21** Financial Highlights
- 22** Report of the Directors
- 23** Directors' Responsibilities
- 24** Independent Auditor's Report
- 26** Fundraising Report
- 27** Fundraising Highlights

NATIONAL

- 30** National Overview
- 32** Facts & Figures
- 33** Step it to Stonewall Challenge

- 34** Pandemic & Severe
Weather Response
- 36** Different Feathers Programme
- 38** Restoring Family Links
- 39** CBHFA: Prison Programme
- 41** IRCY/CBHFA Prison Collaboration
- 42** Adapting to the Pandemic
- 43** Community Sponsorship
- 45** Annual Humanitarian Awards
- 48** Membership & Training

INTERNATIONAL

- 50** International Overview
- 52** Yemen Health Clinic
- 54** The Crisis in Syria
- 56** Focus on Haiti
- 58** Vivien's Story: A Career in
Humanitarian Healthcare
- 60** Nepal: Mangala's Story

FINANCIALS

- 65** Consolidated Financial Statements



Crois Dhearg na hÉireann
Irish Red Cross

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Postal address: 16 Merrion Square, Dublin 2, D02 XF85, Ireland

Tel: +353 (0) 1 642 4600 | Email: info@redcross.ie | Web: redcross.ie

THE VISION

The vision of the Irish Red Cross is to be a leading humanitarian organisation, providing impartial services and support to vulnerable people and communities both at home and abroad.



GOVERNANCE



CHAIR & SECRETARY GENERAL STATEMENT



Pat Carey, *Chair*



Liam O'Dwyer, *Secretary General*

INTRODUCTION

During the pandemic, face-to-face meetings of the General Assembly and numerous consultation and training meetings with members, including our National Convention, had to be postponed in response to national and international health and safety guidelines. For voluntary organisations, such as the Irish Red Cross, in-person interaction between members and teams is very important to bond diverse groups of people and to build their individual identification with the organisation, regionally and nationally. The lack of this interaction left a gap in the organisation but, despite this, we have witnessed the extraordinary work of our members.

During this time, the Board of the Irish Red Cross continued following its usual meeting schedule, adapting to new ways of working and coming together virtually. Our normal election process was put on hold due to the inability to meet in person. While this was essential to enable the continued governance and management of the Society, extending terms of office is

not ideal for the organisation and is an unfair burden on some individuals. I have great respect for our office holders who have remained in position during this period, ensuring we could work productively. I am delighted to say that elections for key governance roles in the Irish Red Cross took place in June 2022. To safeguard any future interruptions to our usual governance timelines, it was agreed at our General Assembly meeting in February 2022 that meetings and voting may now take place virtually in the future as required.

LEADERSHIP

Since our last meeting, we have experienced the sad passing of our National Treasurer, Sheila Callan in February 2021. Sheila's contribution to the organisation is legendary and saw her operating on the ground as a delegate in the Balkans; in a variety of roles in Dublin Borough; on General Assembly; on the Finance Working Group; on the Board of Directors; and, most recently, as National Treasurer.

Sheila's commitment and financial acumen were evident in the Society

as she helped to navigate difficult times in years in 2017 and 2018. Sheila also played a leading role in the consultations with members during the development process of our current strategy. We remember her with respect and acknowledge the wonderful support given to her by her husband Joe, also a renowned member of the Irish Red Cross.

I wish to thank Brian Byrne who has taken on the role of interim National Treasurer in a generous and professional manner.

The last year saw other changes in Board membership with the loss of a number of Directors for business, end of term of office and health reasons. It is essential now that, with a new General Assembly and Board in place, the organisation is focused on delivery of our Strategic Plan.

There were other changes in the leadership of the organisation with our Secretary General retiring in July 2020 and returning as interim Secretary General in December 2021. The Board requested he assist the Society in ensuring a new General Assembly and Board of Directors is in place and, following consultations with the new Board, initiate a recruitment process for a new Secretary General and offer support to that person for a short period. Since his retirement and return, the Society has had two Secretary Generals and I would like to put on record my appreciation to both. Even in their short time with the organisation, they both presented new and innovative ways of working.

High on our agenda now is the implementation of the key actions detailed in our Strategy "Act Today, Shape Tomorrow" especially the recruitment of and support for the membership of the organisation operating in communities in Ireland.

FINANCE

Since my last report in 2019, the organisation has improved its position financially. We now have a three-month operating reserve in place.

Financial reporting to the Board and Management has consistently improved, resulting in clear oversight of the financial position of the Society being presented in a timely manner. The implementation of the recommendations of the Review of the Finance Department undertaken by our internal auditors, Mazars, has been especially helpful in this regard.

Alongside the careful budgeting and management systems which have been put in place, I want to express the thanks of the Board to the staff in our Finance and Fundraising Departments. Following a new approach to fundraising, there has been an improved performance in 2020 and 2021 especially with corporate donors which is very welcome. The national organisation has benefitted from this fundraising with significant financial support available to cover the insurance recharge and affiliation fee by Head Office for Areas and Branches. This has enabled their services to continue during the pandemic given that their normal income was reduced significantly.

The Society is also appreciative to the Department of Defence for its annual grant of €845,000. This support has enabled the Society to fund the significant implementation costs of meeting new and welcome governance requirements recently put in place by the State in areas such as safeguarding, data protection and clinical training standards among others.

The most significant financial concern is the charge levied by the International Federation of Red Cross and Red Crescent Societies on the Irish Red Cross. The current (annual) charge, which has been constant during the past six years, is €140,000 per annum. The Society has always found this difficult to cover, especially given the financial position faced by the Society centrally in 2017 and 2018. What makes this complex for our Society is that the main charge allocated to the Irish Red Cross is based on Ireland's United Nations ranking as a wealthy nation, as well as the planned

Federation expenditure, not the amount of funding we actually raise.

GOVERNANCE

During 2021, the Board and Senior Management team reviewed the key Policies and Procedures which enable the effective operation of the organisation and ensure we are meeting our statutory responsibilities. The Audit and Risk Committee have reviewed and enhanced the Risk Register which has been approved at Board level. The Board has overseen the update of the Governance Code and wish to thank the staff and the Training Working Group on ensuring Pre-hospital Emergency Care (PHECC) Standards are met.

During this time, the Board ensured the implementation of the internal Auditors Mazars review of the operations of the Finance Department of the Irish Red Cross. Given the new requirements regarding increased reporting internally and statutory reporting to a variety of Government Departments, the intention was to review the staffing and competency levels required and also to review how business was conducted and the systems being utilised. The implementation focused on a number of changes aimed at benefiting the organisation, such as an annual work plan, policy and procedures manual, IT developments, additional training for staff and re-focus of the Finance and Audit and Risk Committees.

These recommendations are due to be completed by the end of 2022.

CORE WORK

During the past year I have witnessed the extraordinary work of our members, many of whom have adapted to work in new and innovative ways. This has been evidenced by the volunteer National Director of Community Support, his community support officers and staff at Head Office who have involved themselves in providing key community support, as well as the collection and the delivery of food and

medical goods to homes of vulnerable and aged people. This has been achieved by collaborating with and working in co-operation with other local voluntary organisations to meet new needs identified during the pandemic.

Our Unit ambulances and personnel have performed to a very high standard in ensuring patient transports to doctors and hospital appointments around the country take place. The vital transfer of refugees from direct provision centres to safe accommodation due to the pandemic was undertaken on behalf of the Department of Justice.

More recently, the provision of intermediate transport between hospitals and from hospital to home in support of the National Ambulance Service throughout the country has shown the capacity of our organisation. The dedication of our members and the well organised management of our volunteer structure by the National Director of Units (NDU) and the Regional and Area Directors of Units oversaw 135 patient transfers.

What is so evident in all of this work is the level of readiness and the high level of training and competency of our members. We owe special thanks to our training personnel as mentioned earlier. Once again we submitted our recognised institution to Pre-Hospital Emergency Care Council in July 2021 and thanks to staff and the Training Working Group, the Irish Red Cross passed successfully. All of this work was carried out with the direct support of the youth members throughout the country. They, in particular, worked to ensure that vulnerable and older people in their communities were supported. This is an opportune time to acknowledge the dedication and innovation of our recently retired National Director of Youth (NDY), Bernie Rutherford. After eight years of extraordinary service, which was greatly →

appreciated, she has left an inspiring legacy – a youth section of our organisation that is vibrant and keen for further development. Jessica Cox, the interim NDY, picks up this legacy of strong and active youth membership.

Throughout the pandemic many of our other activities have continued and, indeed, developed. The work of the Community Based Health and First Aid prison project received much acclaim in the media for the manner in which Red Cross prison members, Irish Red Cross staff and prison staff worked together to limit the spread of the Covid-19 virus in Irish prisons. The World Health Organisation (WHO) once again commented on the extraordinary outcomes from this programme. The ICRC and the IFRC requested the Irish Red Cross to enable the project to become a centre of CBHFA prison excellence on behalf of the Red Cross Movement. Given that this requires funding, the Board has allocated a small fund to start up the project and will continue the programme once funding is successfully sourced. Other developments have seen the programme expand into a number of disadvantaged communities. A specialised programme has been externally funded and set up to begin this work within the Traveller Community, led by a member of that community.

The migration programme has continued apace with the Syrian refugees in the care of the Irish Red Cross being accommodated and settled into local communities. Similar support was also provided to the relatives of some of these refugees who were brought into Ireland with the help of the Restoring Family Links programme run by the Irish Red Cross. The current focus of the team is to provide accommodation and support to Afghan families and, as this report is being written, to work with the Irish Government to welcome and house newly arrived people from Ukraine.

The Irish Red Cross has been asked to assist in the recently developed

Community Sponsorship Programme with specific focus on seven counties in Ireland. The programme is a development from our pledge database which sought accommodation for refugees and this new programme encourages communities and parishes to come together to sponsor a refugee family in their midst. The programme began in 2020 and to date the Society has supported community groups to sponsor five families from Syria and Afghanistan.

The increase in flooding in Ireland is further manifestation of climate change and, in 2021, volunteers of the Society were called upon to offer community support while the staff of the organisation were requested by the Department of Enterprise, Trade and Employment to administer humanitarian flood relief schemes to small businesses – most recently in Cork and Wexford. The Society itself has provided humanitarian relief funding to householders in Wexford using a fund donated to the Society for this purpose.

INTERNATIONAL FOCUS

The International Committee of the Red Cross (ICRC) conducted a review of the Restoring Family Links service operated by the Irish Red Cross in 2021. It is a service that is much valued and this was reiterated again in the review. The core issue both for the Irish Red Cross and the ICRC is that the programme is underfunded and in need of additional human and financial support. The Society has committed additional resources in 2022 to assist with the further development of this core service.

In early 2022 the work of the ICRC came under scrutiny due to a cyber-attack on its Restoring Family Links database in Geneva. This database holds all of the information regarding displaced persons whose families have sought Red Cross assistance in locating and reuniting with them. This attack on the system has seen the confidential

material contained in the ICRC database in Geneva compromised, including data sent by our Restoring Family Links staff.

We are working with the ICRC to ensure that contacts of the Irish Red Cross are informed that their data may have been compromised and have kept the Data Protection Commission apprised of developments.

Our International Programme has continued to perform thanks to our experienced and dedicated Programme Manager and some excellent fundraising in 2021. Funding was allocated to the Red Cross/Red Crescent in Nepal, Syria, Lebanon, Yemen and India, among others. The core livelihoods projects in Nepal have progressed well during 2021 and will close in 2022 following a final assessment of the outcomes of the programme, which will set out the number of families which have become self-sufficient following the implementation of the programme.

The Society is a partner with the Gender-Based Violence Consortium with key Irish development agencies. The partnership has developed a new Strategy which was launched in early 2022. The Strategy may be found at www.gbv.ie. This is an important part of our work especially given the current discussions taking place here in Ireland on the security of women in communities. The need as humanitarians to treat all people with respect and dignity is a vital part of our work and our Red Cross Principles at home and abroad.

Our work with International Humanitarian Law (IHL) is another example of our core principles. IHL is core to the work of the Red Cross. The International Advisory Group and the team in the International office of the Irish Red Cross promotes IHL via workshops, conferences and competitions with Irish universities. This work has been hampered during 2021 due to the restrictions placed on us by the pandemic. Despite the challenges, the Society has participated in promoting the

IHL agenda with the Department of Foreign Affairs and the Defence Forces in Ireland. Since Ireland has been honoured with a seat at the UN Council this work is of great significance especially in relation to the need to reduce the proliferation of nuclear weapons, landmines and the use of explosive weapons in urban areas. The recent bombing in Yemen is an example of how important raising the awareness of IHL is through workshops, competitions and media coverage.

The services of our Mountain and Lake Rescue services in Wicklow and Mayo have been called into action more regularly than in the past. These volunteers have delivered competent

and timely services to the general public thanks to the excellent training and preparations carried out by their management structures. Their work is important and their expertise and dedication greatly valued.

FINALLY

The Irish Red Cross Head Office in Merrion Square has continued to function during the pandemic, with most staff working from home and adhering to rolling limits of staff numbers on site depending on the level of restrictions. The office is returning to a more normal staff on site rota, but we have also used this as an opportunity to look at effective working methodologies for staff and the organisation. The use

of current technology solutions has enabled the organisation to continue holding meetings and enabled staff, Board and committee members to stay in touch. Our online training in safeguarding and first aid has ensured members can keep up to date with their requirements. I would like to express my thanks to our two IT staff for their support during this period.

With these and other significant advancements in mind, as Chair, I would like to say what an honour it was to be part of this wonderful organisation both in Ireland and abroad. I would like to thank the members, Board and staff for their service, loyalty and support throughout the past seven years.

RÁITEAS GINEARÁLTA ÓN GCATHOIRLEACH AGUS ÓN RÚNAÍ

RÉAMHRÁ

Le linn na paindéime, mar fhreagairt ar threoirilínte sláinte agus sábháilteachta náisiúnta agus idirnáisiúnta, bhí orainn cruinnithe duine le duine den Chomhthionól Ginearálta agus roinnt cruinnithe comhairliúcháin duine le duine, ár gCoinbhinsiún Náisiúnta san áireamh, a chur ar athló. I gcás eagraíochtaí deonacha, amhail Crois Dhearg na hÉireann, tá an idirghabháil ar an láthair idir baill agus foirne an-tábhachtach chun grúpaí de dhaoine éagsúla a thabhairt le chéile agus chun a nasc féin leis an eagraíocht a fhorbairt, go réigiúnach agus go náisiúnta. D'fhág an easpa idirghabhála bearna san eagraíocht ach in ainneoin sin, tá sáobair bainte amach ag ár mbaill.

Le linn an ama sin, lean Bord Chrois Dhearg na hÉireann lena ngnáthsceideal i leith cruinnithe,

chuaigh siad i dtaithí ar bhealaí nua lena gcuid oibre a chur i gcrích agus ar chruinnithe fíorúla. Cuireadh an gnáthphróiseas toghcháin ar athló toisc nárbh fhéidir linn teacht le chéile i bpearsa. Cé go raibh sin riachtanach chun rialachas agus bainistiú na heagraíochta a chumasú, níl sé idéalach don eagraíocht síneadh a chur le téarma oifige agus cuireann sé ualach oibre míchothrom ar dhaoine áirithe. Tá an-mheas agam ar ár sealbhóirí oifige a d'fhan ina bpoist le linn na tréimhse seo chun a chinntiú go mbeimis in ann a bheith ag obair go táirgiúil. Is díol sáasaimh dom gur cuireadh na toghcháin le haghaidh príomhróil rialachais i gCrais Dhearg na hÉireann i gcrích i mí an Mheithimh 2022. Aontaíodh ag an gComhthionól Ghinearálta i mí Feabhra 2022 go réachtálfar cruinnithe agus toghcháin go

fíorúil amach anseo más gá, mar sin, ní chuirfear isteach ar na gnáthamlínte rialachais arís.

CEANNAIREACHT

Ó bhí ár gcrúinniú deireanach ann, tá ár gCisteoir Náisiúnta, Sheila Callan, imithe ar shlí na fírinne. Cailleadh í i mí Feabhra 2021. Rinne Sheila obair as cuimse don eagraíocht, idir an obair a rinne sí ar an láthair mar thoscaire sna Balcáin, na ról éagsúla a bhí aici i mBaile Átha Cliath, an obair a rinne sí don Chomhthionól Ghinearálta, don Mheitheal Airgeadais, don Bhord Stiúrthóirí agus le déanaí an ról a ghlac sí mar Chisteoir Náisiúnta.

Léirigh Sheila a tiomantas agus grinn i gcúrsaí airgeadais nuair a chabhraigh sí leis an gCumann tréimhsí deacra a láimhseáil i 2017 agus 2018. Chomh maith leis sin, bhí ról lárnach ag Sheila le linn →

comhairliúchán le baill agus an straitéis reatha á forbairt againn. Cuimhnimid uirthi le meas agus aithnímid an tacaíocht iontach a thug a fear chéile Joe di, ball iomráiteach de Chrois Dhearg na hÉireann is ea é chomh maith.

Ba mhaith liom mo bhuíochas a ghabháil le Brian Byrne a ghlac le ról an Chisteora Náisiúnta eatramhach ar bhealach flaithiúil agus proifisiúnta. Le bliain anuas, tá athruithe eile le feiceáil i gcás bhaill an Bhoird, tá roinnt Stiúrthóirí ar ghnólachtaí éirithe as a bpost, de bharr deireadh an téarma nó cúiseanna sláinte. Anois agus Comhthionóil Ghinearálta agus Bord nua againn, ní mór don eagraíocht a bheith dírithe ar an bPlean Straitéiseach a bhaint amach.

Bhí athruithe eile ar cheannaireacht na heagraíochta, chuaigh an tArd-Rúnaí againn ar scoir i mí Iúil 2020 agus tháinig sé ar ais mar Ard-Rúnaí eatramhach i mí na Nollag 2021. D'iarr an Bord air cuidiú leis an gCumann Comhthionóil Ghinearálta agus Bord Stiúrthóirí nua a chur i bhfeidhm agus, bunaithe ar chomhairle an Bhoird nua, próiseas earcaíochta a chur ar bun chun Ard-Rúnaí nua a aimsiú agus tacaíocht a thabhairt don duine sin ar feadh tréimhse ghearr. Idir an lá a chuaigh sé ar scoir agus an lá a tháinig sé ar ais, bhí dhá Ard-Rúnaí ag an gCumann agus ba mhaith liom a rá go bhfuil mé an bhuíochas díobh beirt. Rinne siad modhanna oibre nua, nuálacha a thabhairt isteach le linn a dtréimhsí gearra sa gCumann.

Tá cur i bhfeidhm na bpríomhghníomhaíochtaí a luaitear inár Straitéis 'Act Today, Shape Tomorrow' chun tosaigh ar ár gClár Oibre anois, go háirithe baill nua den eagraíocht a earcú agus tacaíocht a thabhairt do na baill atá ag feidhmiú i bpobail na hÉireann.

MAOINIÚ

Ó bhí an tuarascáil dheireanach uaim ann in 2019, cuireadh feabhas ar staid airgeadais na heagraíochta. Tá cúlchiste oibríochtaí trí mhí againn anois. Cuireadh feabhas

comhsheasmhacht ar thuairisciú airgeadais chuig an mBord agus chuig an bhfoireann bainistíochta. A bhuí leis sin, d'éirigh linn maoirseacht shoiléir a rinneadh ar staid airgeadais an Chumainn a chur faoina mbráid go tráthúil.

Ba mhór an chabhair é cur i bhfeidhm na moltaí a fuarthas ón athbhreithniú Mazars ar an Roinn Airgeadais, go háirithe sa chás seo.

Chomh maith leis na córais buiséadú agus bainistiú chúramacha a cuireadh i bhfeidhm, ba mhaith liom mo bhuíochas ar son an Bhoird a ghabháil leis an Roinn airgeadais agus an Roinn tiomsaithe. Tar éis cur chuige nua maidir le tiomsú airgid a bheith i bhfeidhm, d'éirigh níos fearr linn in 2020 agus in 2021, go háirithe le deontóirí corparáideacha, rud a chuirimid fáilte roimhe. Bhain an eagraíocht náisiúnta tairbhe as an tiomsú seo ós rud é go bhfuil tacaíocht airgeadais suntasach ar fáil chun an táille árachais agus cleamhnachta ón bPríomhoifig a chumhdach le haghaidh Limistéir agus Brainsí. A bhuí leis sin, bhí siad in ann a gcuid seirbhísí a sholáthair le linn na paindéime cé go raibh an gnáthioncam acu laghdaithe go suntasach.

Tá an Cumann an-bhuíoch den Roinn Cosanta as an deontas bliantúil ar luach €845,000. A bhuí leis an tacaíocht seo, is féidir leis an gCumann an costas cur chun feidhme suntasach a bhaineann le baint amach cheanglais rialachais nua curtha i bhfeidhm ag an stáit le déanaí in earnálacha cosúil le cosaint, cosaint sonraí, caighdeán na hoiliúna cliniciúla agus níos mó fós a chistiú.

Is é an ábhar imní maidir le hairgeadais is mó an táille a ghearr Cónaidhm Idirnáisiúnta Chumainn na Croise Deirge agus an Chorráin Dheirg ar Chrois Dhearg na hÉireann. Is é €140,000 an táille (bhliantúil) reatha agus is amhlaidh a bhí sí le sé bliana anuas. Bhí sé i gcónaí deacair ar an gCumann an táille sin a chumhdach, go háirithe

in 2017 agus 2018 de dheasca staid airgeadais an Chumainn go lárnach ag an am sin. Tá an scéal casta i gcás ár gCumannn toisc nach ríomhtar an táille a ghearrtar ar Chrois Dhearg na hÉireann bunaithe ar an méid cisiúcháin a dhéanaimid, ach ar chaiteachas pleanáilte na Cónaidhme agus ar rangú na hÉireann ina tír shaibhir ag na Náisiúin Aontaithe.

RIALACHAS

Le linn 2021, rinne an Bord agus an Fhoireann bainistíochta sinsearaí athbhreithniú ar na príomhbheartais agus príomhnósanna imeachta a chuireann ar a chumas don eagraíocht feidhmiú go héifeachtúil agus a chinntíonn go gcomhlíonaimid ár bhfreagrachtaí reachtúla. Rinne an Coiste iniúchóireachta agus riosca athbhreithniú ar an gClár Riosca agus chuir siad feabhas air. Tá an méid sin faofa ag leibhéal an Bhoird. Tá maoirseacht déanta ag an mBord ar uasdátú an Chóid Rialachais agus ba mhaith leis an mBord a bhuíochas a ghabháil leis an bhfoireann agus leis an Mheitheal Oiliúna as a chinntiú go gcomhlíontar na caighdeáin maidir le Cúram Éigeandála Réamh-Ospidéal.

Le linn an ama seo, chinntigh an Bord gur cuireadh na moltaí ón athbhreithniú Mazars a rinne iniúcháirí inmheánacha ar fheidhmiúchán Roinn Airgeadais Chrois Dhearg na hÉireann i bhfeidhm. Bhí sé i gceist ag an eagraíocht athbhreithniú a dhéanamh ar an leibhéal foirne agus inniúlachta a theastaíonn ón eagraíocht chun na ceanglais nua maidir le tuilleadh tuairisciú inmheánach agus tuairisciú reachtúil do Roinne éagsúla an Rialtais a chomhlíonadh, chomh maith le hathbhreithniú a dhéanamh ar na modhanna oibre agus ar an úsáid a bhaintear as na córais. Leis an gcur chun feidhme seo, díriodh ar roinnt athruithe a rachadh chun tairbhe don eagraíocht, amhail an plean oibre bliantúil, lámhleabhar beartais agus nósanna imeachta, forbairtí TF,

oilíúint bhreise don fhoireann, agus athdhírú an Choiste Airgeadais an Choise Iniúcháireachta agus Riosca.

Tá na moltaí seo le bheith bainte amach faoi dheireadh na bliana 2022.

PRÍOMHOBAIR

Le bliain anuas, tá an sárobair déanta ag ár mbaill feicthe agam agus rinne an-chuid díobh iad féin a oiriúnú ar bhealaí nua nuálacha. Léirigh an Stiúrthóir Náisiúnta Saorálach le haghaidh Tacaíocht ón bpobal, a hoifigh tacaíochta ón bpobail agus an fhoireann ag an bPríomhoifig é seo sa chaoi ar ghlac siad páirt i bpríomhghnéithe de thacaíocht ón bpobal, chomh maith le bailiú agus seachadadh bia agus earraí leighis do dhaoine leochaileacha agus aosta ag a mbaile. D'éirigh leo sin a dhéanamh trí chomhoibriú le heagraíochtaí deonacha áitiúla eile chun riachtanais nua, a tháinig chun cinn le linn na paindéime, a chomhlíonadh.

Chomhlíon an tAonad Otharchairr agus an fhoireann a chuid dualgas go sármhaith, chinntigh siad gur lean an tseirbhís iompair d'othair le haghaidh coinní dochtúra agus ospidéal ar aghaidh ar fud na tíre. Glacadh an cúram ar son Roinn Dlí agus Cirt na hÉireann ar an aistriú rithábhachtach dídeanaithe ó lárionaid sholáthair dhíreach go lóistín sábháilte de bharr na paindéime. Le déanaí, léiríodh an méid is féidir leis an eagraíocht a bhaint amach tríd an tseirbhís iompair a chuireamar ar fáil chun tacú leis an tseirbhís Náisiúnta Otharchairr ar fud na tíre ag dul ón mbaile go dtí an ospidéal agus idir ospidéal éagsúla. A bhfuil le tiomantas ár mball agus an bainistiú dea-eagraithe déanta ar struchtúr na n-oibrithe deonacha ag an Stiúrthóir Náisiúnta maidir le hAonaid, an Stiúrthóir Réigiúnach maidir le hAonaid agus an Stiúrthóir Limistéir maidir le hAonaid, d'éirigh leis an eagraíocht 135 aistriú othair a chur i gcrích.

Cuireann an obair seo in iúl cé chomh ullamh is atá ár mbaill agus an t-ardchaighdeán oilíúna agus

inniúlachta atá acu. Gabhaimid buíochas ó chroí leis an bhfoireann oilíúna, mar a luadh ní ba luaithe. Arís eile, chuireamar ár n-institiúid aitheanta isteach chuig an gComhairle um Chúram Práinne Réamh-Ospidéal (PHECC) i mí Iúil 2021 agus a bhfuil leis an bhfoireann agus an Mheitheal Oilíúna, d'éirigh le Crois Dhearg na hÉireann.

Cuireadh an obair seo ar fad i gcrích le tacaíocht dhíreach ó na baill óga ar fud na tíre. Iadsan go háirithe a rinne an-chuid oibre le cinntiú go bhfuair daoine leochaileacha agus aosta ina bpobal an tacaíocht cuí. Is deis iontach é seo chun focal a rá faoin tiomantas agus nuálaíocht a léirigh ár Stiúrthóir Náisiúnta don Óige, Bernie Rutherford, a chuaigh ar scor le déanaí. Tar éis ocht mbliana de sheirbhís urghnách, a bhfuilimid an-bhuíoch di astu, d'fhág sí oidhreacht spreagúil ina diaidh - rannóg óige na heagraíochta atá bríomhar agus réidh le haghaidh tuilleadh forbartha. Tá Jessica Cox, an Stiúrthóir eatramhach, ag leanúint leis an oidhreacht seo i leith ballraíocht gníomhach, láidir i measc na n-óg.

Ar feadh na paindéime, lean an-chuid dár ngníomhaíochtaí ar aghaidh agus rinneadh iad a fhorbairt chomh maith. Sna Meáin, moladh an tionscadal maidir le Sláinte agus Garchabhair Pobalbhunaithe sna príosúin go hard as an chomhoibriú a rinne siad idir baill Chrois Dhearg na hÉireann sna príosúin féin, foireann Chrois Dhearg na hÉireann agus na hoibrithe sna príosúin chun scaipeadh COVID-19 a shrianú i príosúin na hÉireann. Rinne an Eagraíocht Dhomhanda Sláinte (EDS) tagairt de thorthaí iontacha an chláir seo arís eile. D'iarr Coiste Idirnáisiúnta na Croise Deirge agus Cónaidhm Idirnáisiúnta Chumainn na Croise Deirge ar Chrois Dhearg na hÉireann go gcuirtear an tionscadal san áireamh go lárnach i Sláinte agus Garchabhair Pobalbhunaithe sna príosúin ar son ghluaiseacht na Croise Deirge.

Ós rud é go bhfuil cistiúchán ag teastáil chuige sin, tá ciste beag curtha ar bun ag an mBord leis an tionscadal a thosú agus leanfaimid leis an gclár nuair a éiríonn linn cistiúchán a fháil. Trí forbairtí eile, rinne an clár a leathnú chun roinnt pobail atá faoi mhíbhuntáiste a chumhdach.

Bunaíodh clár speisialta a maoiníodh go seachtach chun an obair seo a thosú i measc an Lucht Súil, tá an clár faoi stiúir bhall an phobail sin. Tá an clár Imirce ag leanúint ar aghaidh bonn ar bhonn leis na dídeanaithe Siriacha faoi chúram ag Crois Dhearg na hÉireann a fhaigheann lóistín agus a shocraíonn isteach i bpobail áitiúla. Tugadh tacaíocht cosúil leis sin do ghaolta de chuid de na dídeanaithe a tháinig anseo go hÉirinn faoin gclár a chuir Crois Dhearg na hÉireann ar siúl, 'Restoring Family Links'. Faoi láthair, tá an fhoireann ag díriú ar lóistín agus tacaíocht a thabhairt do theaghlaigh ó Afganastáin, chomh maith le hobair a dhéanamh le Rialtas na hÉireann chun fáilte a chur roimh dhaoine nua atá ag teacht ón Úcráin agus lóistín a shocrú dóibh, rud atá ag dul ar aghaidh agus an tuarascáil seo á scríobh againn.

Iarradh ar Chrois Dhearg na hÉireann cabhrú leis an gClár Urraíochta Pobail nua atá forbartha le déanaí, díreoidh sé go príomha ar seacht gcontae in Éirinn. Forbraíodh an clár seo ónár mbunachar sonraí gealltanais lenar iarradh lóistín le haghaidh dídeanaithe agus molann an clár seo do phobail agus paróistí teacht le chéile agus teaghlach dídeanaithe ina measc a urrú. Thosaigh an clár in 2020 agus ó shin i leith, thacaigh an Cumann le grúpaí pobail cúig theaghlach ón tSiria agus ó Afganastáin a urrú.

Is léiriú é an méadú atá tagtha ar thuille in Éirinn don athrú aeráide agus in 2021, iarradh ar oibrithe deonacha an Chumainn tacaíocht a thabhairt don phobal agus d'iarr an Roinn Fiontar, Trádála agus Fostaíochta ar an bhfoireann ➔

scéimeanna daonnúla faoisimh tuile a sholáthar do ghnólachtaí beaga, le déanaí i gCorcaigh agus i Loch Garman. Chuir an Cumann cistiúchán faoisimh daonnúil ar fáil do shealbhóirí tí i Loch Garman, cistiúchán a tháinig ó chiste a deonaíodh don Chumann chuige sin.

FÓCAS IDIRNÁISIÚNTA

Rinne Coiste Idirnáisiúnta na Croise Deirge (ICRC) athbhreithniú ar an tseirbhís ‘Restoring Family Links’ a chuir Crois Dhearg na hÉireann ar siúl in 2021. Is seirbhís an-luachmhar í agus cuireadh sin in iúl arís san athbhreithniú. Is é an easpa cistiúcháin don chlár an príomhfhadhb do Chrois Dhearg na hÉireann agus Coiste Idirnáisiúnta na Croise Deirge, tá tuilleadh tacaíochta airgeadais agus foirne ag teastáil. Gheall an Cumann tuilleadh acmhainní in 2022 chun an tseirbhís lárnach seo a fhorbairt a thuilleadh.

Go luath in 2022, rinneadh grinnscrúdú ar obair Choiste Idirnáisiúnta na Croise Deirge de bharr cibirionsaí a rinneadh ar bhunachar sonraí ‘Restoring Family Links’ sa Ghinéiv. Sa bhunachar sonraí seo, tá an t-eolas ar fad maidir le daoine easáitithe a bhfuil cúnamh iarrtha ag a dteaghlach ón gCris Dhearg chun teacht orthu agus a bheith athaontaithe leo. De dheasca an chibirionsaithe seo, cuireadh an t-ábhar i mbunachar sonraí Choiste Idirnáisiúnta na Croise Deirge i mbaol, na sonraí seolta ag ár bhfoireann Restoring Family Links san áireamh. Táimid ag obair le Coiste Idirnáisiúnta na Croise Deirge chun a chinntiú go gcuirtear na teagmhálaí ar an eolas go bhféadfadh a gcuid sonraí a bheith i mbaol agus choinníomar an Coimisiún um chosaint sonraí ar an eolas maidir le forbairt an scéil.

Lean ár gclár idirnáisiúnta ar aghaidh a bhuí lenár mBainisteoir Cláir tiomanta a bhfuil an-taithí aige agus a bhuí le sárchistiúcháin a rinneadh in 2021. Cuireadh cistiúchán ar fáil don Chrois Dhearg/an Corráin Dearg i Neipeal, sa tSiria, sa Liobáin, in Éimin agus

san India. D’éirigh go maith leis na príomhthionscadail maireachtála i Neipeal in 2021 agus cuirfear i gcrích iad in 2022 tar éis scrúdú deiridh a dhéanamh ar thorthaí an chláir, rud a léireoidh an líon teaghlach ar éirigh leo a bheith neamhthuilleamaíoch tar éis cur i bhfeidhm an chláir.

Tá an Cumann seo ina chomhpháirtí i gCuibhreannas maidir le foréigean inscnebhunaithe chomh maith le príomhghníomhaireachtaí forbartha Éireannacha. Tá Straitéis nua forbartha ag an gComhpháirtíocht a seoladh go luath in 2022. Tá an Straitéis ar fáil ag www.gbv.ie. Is cuid thábhachtach é seo dár gcuid oibre, go háirithe i bhfianaise shábháilteacht na mban a bheith i mbéal an phobail faoi láthair in Éirinn. Is cuid ríthábhachtach é dár gcuid oibre daonnúla agus dár bprionsabail sa Chrois Dhearg ag an mbaile agus thar lear meas a léiriú ar gach aon duine agus dínit an duine a chosaint.

An obair a dhéanaimid leis an Dlí Daonnúil Idirnáisiúnta (DDI), is sampla eile é sin dár gcuid bpríomhphrionsabal. Tá an Dlí Daonnúil Idirnáisiúnta ag croílár obair Chrois Dhearg na hÉireann. Déanann An Grúpa Comhairliúcháin Idirnáisiúnta agus an fhoireann in Oifig Idirnáisiúnta Chrois Dhearg na hÉireann an Dlí Daonnúil Idirnáisiúnta a chur chun cinn trí cheardlanna, comhdhála agus comórtais le hollscoileanna Éireannacha. Cuireadh isteach ar an obair seo in 2021 de dheasca srianta a cuireadh i bhfeidhm le linn na paidéime. In ainneoin na ndúshlán, chuir an Cumann an Dlí Daonnúil Idirnáisiúnta chun cinn in éineacht leis an Roinn Gnóthaí Eachtracha agus na Fórsaí Cosanta in Éirinn. Ós rud é gur tugadh suíochán ag Comhairle na Náisiúin Aontaithe do hÉirinn, is obair shuntasach é seo go háirithe maidir leis an ngá le leathadh arm núicléach, mianaigh agus úsáid airm phléascacha i limistéir uirbeacha a laghdú. Is sampla é an buamáil a rinneadh le déanaí in Éimin don tábhacht

a bhaineann le feasachta a ardú maidir leis an Dlí Daonnúil Idirnáisiúnta trí cheardlanna, comórtais agus clúdach sna meáin.

Tá úsáid níos minice ná riamh á baint as ár seirbhísí tarrthála sléibhte agus locha i gCill Mhantáin agus i Maigh Eo. Sholáthair na hoibrithe deonacha seo seirbhísí inniúla sciobtha don phobal ginearál, a bhuí leis an oiliúint iontach agus an t-ullmhúchán curtha i gcrích ag na foirne bainistíochta. Is tábhachtach an obair a dhéanann siad agus is mór againn a gcuid saineolais agus tiomantais.

LE TEACHT CHUN DEIRIDH

Le linn na paidéime, lean príomhoifig Chrois Dhearg na hÉireann i gCearnóg Mhuirfean de bheith ag feidhmiú, cé go raibh an chuid is mó den fhoireann ag obair ón mbaile agus iad ag cloí leis na teorainn ar láithreachas na foirne, ag braith ar leibhéal na srianta ag an am. Tá córas sealaíochta na foirne á chur i bhfeidhm arís againn san oifig ach táimid ag tapú an deis breathnú ar mhodhanna oibre a bheadh éifeachtúil don fhoireann agus don eagraíocht. A bhuí le húsáid na teicneolaíochta reatha, bhí an eagraíocht in ann leanúint le cruinnithe a réachtáil agus bhí an fhoireann, an Bord agus baill an choiste in ann fanacht i dteagmháil le chéile. Cinntíodh go raibh na baill in ann coinneáil suas chun dáta lenár gcuid riachtanas tríd an oiliúint maidir le cosaint agus garchabhair a cuireadh ar fáil ar líne. Ba mhaith liom mo bhuíochas a ghabháil lenár mbeirt chomhghleacaithe TF as ucht a gcuid tacaíochta le linn na tréimhse seo.

Agus mé ag smaoineamh ar na nithe seo agus na céimeanna suntasacha chun tosaigh eile, ba mhaith liom a rá gur mhór an onóir dom páirt a ghlacadh san eagraíocht iontach seo in Éirinn agus thar lear aron. Ba mhaith liom mo bhuíochas a ghabháil leis na baill, leis an mBord agus leis an bhfoireann as ucht a gcuid oibre, dílseachta agus tacaíochta le seacht mbliana anuas.

THE MISSION

Our mission is to identify and deliver humanitarian assistance, both at home and abroad, to those who are most in need. In achieving this we will be guided by the fundamental principles of the Red Cross and promote these principles to inspire policy and attitudinal change.



THE MOVEMENT

The Irish Red Cross is a society of The International Red Cross and Red Crescent Movement. The Movement is made up of the International Committee of the Red Cross (ICRC), the International Federation of Red Cross and Red Crescent Societies (IFRC) and the National Societies.

The Movement is made up of nearly 100 million members, volunteers and supporters in 192 National Societies.

The International Committee of the Red Cross is an impartial, neutral and independent organisation whose exclusive humanitarian mission is to protect the lives and dignity of victims of armed conflict and other situations of violence and to provide them with assistance. The ICRC also endeavours to prevent suffering by promoting and strengthening humanitarian law and universal humanitarian principles. Established in 1863, the ICRC is at the origin of the Geneva Conventions and the International Red Cross and Red Crescent Movement.

The International Red Cross and Red Crescent Movement is the world's largest humanitarian network. The Movement is neutral and impartial, and provides protection and assistance to people affected by disasters and conflicts.

The International Red Cross and Red Crescent Movement is guided by seven Fundamental Principles; humanity, impartiality, neutrality,

independence, voluntary service, unity and universality. All Red Cross and Red Crescent activities have one central purpose: to help without discriminations those who suffer and thus contribute to peace in the world.

Founded in 1919, the IFRC inspires, facilitates, and promotes all humanitarian activities carried out by its member National Societies on behalf of the most vulnerable people. It directs and coordinates its members' actions to assist the victims of natural and technological disasters, refugees and those affected by health emergencies. It promotes cooperation between National Societies and works to strengthen their capacity to carry out effective disaster preparedness, health and social programmes.

As partners, the different members of the Movement support communities in becoming stronger and safer through a variety of development projects and humanitarian activities. The Movement also works in cooperation with governments, donors and other aid organisations to assist vulnerable people around the world.

The ICRC, the IFRC and the National Societies are independent bodies. Each has its own individual status and exercises no authority over the others. National Red Cross and Red Crescent Societies

THE INTERNATIONAL RED CROSS AND RED CRESCENT MOVEMENT IS GUIDED BY 7 FUNDAMENTAL PRINCIPLES:

- HUMANITY
- IMPARTIALITY
- NEUTRALITY
- INDEPENDENCE
- VOLUNTARY SERVICE
- UNITY
- UNIVERSALITY

embody the work and principles of the International Red Cross and Red Crescent Movement in 192 countries.

National Societies act as auxiliaries to the public authorities of their own countries in the humanitarian field and provide a range of services including disaster relief, health and social programmes. During wartime, National Societies assist the affected civilian population and support the army medical services where appropriate.

The International Red Cross and Red Crescent Movement is the world's largest humanitarian network.

STRUCTURE, GOVERNANCE & MANAGEMENT

LEGAL STATUS

The Irish Red Cross was formally established in 1939 under the terms of the Red Cross Act 1938, Statutory Instrument 206 /139. The Society's constitution was initially based on this statutory instrument and includes amendments to the Geneva Conventions of 1949, their additional Protocols of 1977 and 2005 (the Geneva Conventions) to which Ireland is a party, together with Acts of the Oireachtas and relevant provisions of the International Federation of Red Cross and Red Crescent Societies. The Society's constitution was further amended in 2012 by internally-ratified changes. The legal objectives of the Society are to furnish volunteer aid to the sick, wounded and shipwrecked at sea or armed forces in time of war; to furnish relief to prisoners of war and to civilians who are protected persons; in time of peace or war to carry on and assist in work for the improvement of health, the prevention of disease and the mitigation of suffering throughout the world; to act in case of armed

conflict, and in peacetime to prepare to act, in all the fields covered by the 1949 Geneva Conventions and their additional protocols of 1977 and 2005 and on behalf of all war victims, both civilian and military. Such legal frameworks underline the importance of the Irish Red Cross Society as an auxiliary to the public authorities in the humanitarian field, be it in situations of armed conflict or natural or man-made disasters. The Society is registered as a charity in Ireland and as such, is answerable to the Charities Regulatory Authority and subject to the requirements of the Charities Act 2009. The Irish Red Cross operates in its own right, but also as part of the wider International Red Cross and Red Crescent Movement, which is the world's largest humanitarian network.

GENERAL ASSEMBLY

The General Assembly is the highest deliberative authority of the Irish Red Cross. It elects the majority of the members to the Board of Directors. Under our Constitution, enacted in April 2012, more than three quarters of the members of the

General Assembly are elected as representatives of areas by the local membership of the Society.

BOARD OF DIRECTORS

The Board of Directors is the body governing the Irish Red Cross between sessions of the General Assembly. It has a maximum of 14 members. The Chair, Vice Chair, Treasurer and Secretary of the General Assembly, as National Officers, are automatically elected to the Board. Two are nominated by the Chair to add specific expertise and a maximum of four representatives are appointed by Government. Trustees can serve up to three terms of three years after which they are obliged to step down for a minimum of three years. A skills matrix has been developed to assist recruitment of Trustees with specific expertise.

MANAGEMENT AND DECISION MAKING

The Board of Directors is vested with all the necessary powers to carry out the aims of the Irish Red Cross. The focus of the Board is particularly on matters of policy and oversight. It works closely with the Secretary General, senior management staff and the Chair of the various working and advisory groups who together are tasked with the implementation of policy. Strong emphasis is placed on the induction, training and development of our Board members, and various presentations, updates and →

The Irish Red Cross operates in its own right, but also as part of the wider International Red Cross and Red Crescent Movement, which is the world's largest humanitarian network.

training opportunities are provided to ensure they are appropriately prepared for their roles. The Board set the band rates (upper and lower limits of compensation) for the different staff within the Society, based on prevailing rates of remuneration within the sector, interim alignments can be made based on market movement, otherwise they are reviewed every three years.

CHARITIES GOVERNANCE CODE

The Board of Directors is committed to compliance with the Charities Governance Code, throughout the Society. The Irish Red Cross completed the Compliance Record Form during 2021 and the Form was approved by the Board on 18 September 2021.

This is an ongoing, continuous improvement process and highlights the Society's adherence to the Governance Code.

The Board will review and update our Compliance Record Form on an annual basis to ensure we continue to document our Governance procedures.

RISK MANAGEMENT

The Irish Red Cross risk management system is managed by the Secretary General and overseen on behalf of the Board by the Audit and Risk Committee. A Risk Register identifies the key risks the Society is subject to and specifies the risk appetite for each item on the register. The Society also assesses relevant internal controls and puts in place risk action plans to mitigate identified risks within Board-approved tolerances.

A corporate risk register outlining the top twelve risks under the four subcategories: Governance; Financial, Operational, and Compliance, is maintained by the Secretary General's office and reviewed on a quarterly basis by the Audit and Risk Committee on behalf of the Board, in advance of reporting to them on the matter.

Identified risks and internal controls are subject to a schedule of periodical reviews. These are carried out by management, internal auditors and by external parties such as major funders or Pre-Hospital Emergency Care Council (PHECC). Risk is further mitigated by appropriate

insurance. The Irish Red Cross is committed to high levels of transparency. To this end, the Constitution, Strategic Plan, financial reports, and major policy documents are all published on the Society's website (redcross.ie).

The financial accounts are prepared according to the Financial Reporting Standard (FRS) 102 and the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities, issued by the Charity Commissioners in the UK and are audited by BDO, a major firm of Chartered Accountants. The Irish Red Cross' major policy statements cover areas such as delegated authorities; financial management and internal controls; risk management; whistleblowing; complaints; respect and dignity; safeguarding; Garda vetting; and data protection. The Society is subject to PHECC Recognised Institution Quality Standards. The Society has also implemented the Statement of Guiding Principles for Fundraising and the Dóchas Code of Conduct for Images and Messaging which represent best practice in these areas.

CONFLICTS OF INTEREST

Every member of the Board signs a Code of Conduct and is asked to identify general business interests and associations of importance. If a matter comes before the Board which may cause a conflict of interest the Trustee in question is asked to exclude themselves from the meeting for that item.

DECISION-MAKING PROCESS

Decisions of the Board are taken on a consensus basis following discussion. All decisions have a proposer and seconder unless it is evident that there is full agreement. If there is a decision which requires a vote, an open vote will be taken and the majority view will be the decision. In the event of a tie, the Chair has the casting vote.

THE KEY RISKS CURRENTLY IDENTIFIED FOR THE IRISH RED CROSS ARE:

- ▶ Loss of life of an Irish Red Cross delegate in dangerous situations.
- ▶ A humanitarian emergency of a scale beyond our immediate current resources.
- ▶ Insufficiently diversified income streams or loss of a major donor.
- ▶ Major scandal, in Ireland or internationally, which damages the reputation of the sector or the Society.
- ▶ Material breach of employee-related health and safety legislative/regulatory requirements.
- ▶ Significant information technology failure or a cyber security incident.

BOARD OF DIRECTORS

2022 – 2025 (3 YEAR TERM OF OFFICE)

Name: Pat Carey (c)

Role: Chair

Term: June 2022 – April 2025
(3rd Term)

2021 Attendance: 11/11

Name: Olivia Mitchell (c)

Role: Vice Chair

Term: June 2022 – April 2025
(2nd Term)

2021 Attendance: 5/11

Name: Brian Byrne (c)

Role: National Treasurer

Term: June 2022 – April 2025
(3rd Term)

2021 Attendance: 11/11

Name: Ted Noonan (c)

Role: National Secretary

Term: 11th June 2022 –
April 2025 (2nd Term)

2021 Attendance: 11/11

Name: Julie O'Brien (c)

Role: Board Member

Term: June 2022-April 2025
(3rd Term)

2021 Attendance: 11/11

Name: Donal Lawlor (c)

Role: Board Member

Term: 2022 – April 2025
(2nd Term)

2021 Attendance: 8/11

Name: Martin Long (c)

Role: Board Member

Term: June 2022 – April 2025
(1st Term)

Name: Will Meegan (c)

Role: Board Member

Term: June 2022 – April 2025
(1st Term)

Name: Cliona Lehane (c)

Role: Board Member

Term: June 2022 – April 2025
(1st Term)

Name: Felix O'Regan (c)

Role: Board Member

Term: June 2022 – April 2025
(1st Term)

Name: Joe Dowling (c)

Role: Board Member

Term: June 2022 – April 2025
(1st Term)

Name: Alexander
Smyth (c)

Role: Board Member

Term: June 2022 – April 2025
(1st Term)

Name: Sheila Callan (RIP)

Role: Treasurer

Term: Ended 2022 (2nd Term)

2021 Attendance: 1/11

Name: Barry O'Donovan

Role: National Secretary

Term: Ended 11th June 2022
(3rd Term)

2021 Attendance: 9/11

Name: Cepta Dowling

Role: Board Member

Term: June 2022-April 2025
(3rd Term)

2021 Attendance: 8/11

Name: Sunil Kurup
Krishnankutty

Role: Board Member

Term: Ended 11th June 2022
(1st Term)

2021 Attendance: 4/11

Name: Rosemarie Hayden

Role: Board Member

Term: Ended 11th June 2022
(1st Term)

2021 Attendance: 9/11

Name: Claire Rush

Role: Board Member

Term: Ended 2021
(1st Term)

2021 Attendance: 6/11

(c) Current Board Members

INDUCTION FOR THE BOARD OF DIRECTORS

For newly elected Board members the Society provides an induction training course. The course is divided into two components and is supplemented by an induction pack comprised of:

- ▶ Garda Vetting process - to be completed
- ▶ Statement of Trustees' Roles and Responsibilities - to be signed
- ▶ Code of Conduct for Trustees and Senior Managers - to be signed
- ▶ Irish Red Cross Constitution & Operating Rules
- ▶ The Governance Code for Charitable Organisations
- ▶ International Federation - Governance: National Society Guidelines
- ▶ Codes and Standards of Practice of the Irish Red Cross
- ▶ Presentation on the Charities Act

2009 and the responsibilities of Trustees of the Irish Red Cross

- ▶ Volunteer Handbook
- ▶ Irish Red Cross Strategic Plan
- ▶ Irish Red Cross Structures
- ▶ Disclosure of Interests

The first session offered to new Trustees is provided by the senior management team and the Chair of the National Society. This session covers all of the operational activities of the organisation, the administration requirements, compliance/regulatory requirements, and a detailed explanation of the Governance of the Society.

The second session comprises a detailed overview, by an outside expert, of the Governance requirements, as set out by the Charities Regulator. This is a more generic session given in the context of meeting the overall responsibilities of their role as Trustees.

PARTNERS

The Irish Red Cross collaborates with multi-sector groups to promote community resilience and well-being. To ensure the Irish Red Cross meets the highest standards of governance, transparency, accounting, fundraising and messaging, the charity follows established guidelines and codes of conduct. The Irish Red Cross would like to extend its thanks to the following groups and organisations for their support and guidance in 2021:

- ▶ Accenture
- ▶ Amnesty International Ireland
- ▶ AVAIL
- ▶ AVIVA
- ▶ British Red Cross
- ▶ Build-A-Bear
- ▶ Care Alliance Ireland
- ▶ Ceantair Laga Árd-Riachtanais
- ▶ Charities Institute of Ireland
- ▶ City and County Management Association
- ▶ Clanwilliam Group
- ▶ Clúid Housing
- ▶ Co-operative Housing Ireland
- ▶ Department of Defence
- ▶ Department of Foreign Affairs and Trade
- ▶ Department of Justice and Equality
- ▶ Department of Social Protection - Supplementary Welfare Allowance Policy Unit
- ▶ Disney
- ▶ DMG Media Ireland
- ▶ Dóchas
- ▶ Dublin City Council
- ▶ Dublin LGBTQ PRIDE
- ▶ Dublin Regional Homeless Executive
- ▶ e-Frontiers
- ▶ Electric Aid
- ▶ FEAD Ireland
- ▶ Fleming Medical
- ▶ Flutter.ie
- ▶ Foróige
- ▶ Gaisce
- ▶ H&M
- ▶ Health Service Executive
- ▶ HIV Ireland
- ▶ IKEA
- ▶ India Red Cross
- ▶ Indonesia Red Cross
- ▶ International Committee of the Red Cross
- ▶ International Federation of the Red Cross & Red Crescent Societies
- ▶ International Organisation for Migration
- ▶ Irish Consortium on Gender Based Violence
- ▶ Irish Co-Operative Organisation Society (ICOS)
- ▶ Irish Human Rights and Equality Commission
- ▶ Irish Prison Service
- ▶ Irish Refugee Council
- ▶ Irish Refugee Protection Programme
- ▶ Irish Naturalisation and Immigration Service
- ▶ Lottoland
- ▶ Medicare (Fleming Medical)
- ▶ Megazyme
- ▶ Merchants Quay Ireland
- ▶ Nasc Ireland
- ▶ National Lottery
- ▶ National Vetting Bureau
- ▶ National Youth Council of Ireland
- ▶ Nepal Red Cross
- ▶ Nestlé
- ▶ Palestine Red Crescent Society
- ▶ PayPal Giving Fund
- ▶ PERCO - Peace IV - Promotion of Reconciliation & Integration Through Safe Mediation
- ▶ Pobal
- ▶ Pre-Hospital Emergency Care Council
- ▶ Procter & Gamble
- ▶ Quality and Qualifications Ireland
- ▶ Queen's University Belfast
- ▶ Royal College of Surgeons Ireland
- ▶ Reception and Integration Agency
- ▶ Revolut
- ▶ Road Safety Authority
- ▶ Swiss Embassy
- ▶ St Stephen's Green Trust - Travellers in Prison Initiative
- ▶ The Charities Regulator
- ▶ Teleflorist Ireland
- ▶ The Probation Service
- ▶ The Wheel
- ▶ TK Maxx
- ▶ Tusla - Child and Family Agency
- ▶ UNHCR - The UN Refugee Agency
- ▶ United Nations Youth Delegates
- ▶ University College Cork (Your English Language School)

STRATEGIC FOCUS

The Irish Red Cross, following extensive consultation, developed a Strategic Plan “Act Today, Shape Tomorrow” in 2019. The plan is guiding the organisation until 2024. The focus of the plan is to strengthen the organisation’s position as a leading humanitarian organisation providing key services and support to vulnerable people and communities in Ireland and abroad.

The plan set out four areas of focus:

- ▶ Support
- ▶ Readiness
- ▶ Standards
- ▶ Membership

In reflecting on the progress made in 2021 a number of areas have moved effectively and others less so. In order to ensure delivery of the core elements of the Strategic Plan, the Board and Secretary General focused on the delivery of a number of key actions within each of the four areas.

In addition, new innovative fundraising methodologies were introduced, ensuring the availability of new sustainable funding for the organisation as well as enabling the building of unrestricted reserves.

SUPPORT

The first of the key areas, Support, has been a challenge during the period of the pandemic. The inability for members to meet in person has limited the development of true cohesiveness and a desired positive member experience. On the flip side of this, there was considerable development in new and innovative ways of working in community support. The provision of medical and social

transport services to under-served communities has been a significant development and has exceeded the goals of the Strategic Plan.

The underlying positive financial sustainability has also enhanced delivery of our international supports, in terms of staffing and funding, which has improved our delivery of supports in International Humanitarian Law (IHL), Restoring Family Links (RFL) and is supporting community programmes in Indonesia, and health care programmes in India and Yemen.

The key goal which has yet to be addressed is the review of our Area and Branch Structures and finding new ways to support our overworked membership. These are key priorities for 2022.

READINESS

To be ready and prepared to offer service is a core element in our Strategic Plan. This level of readiness involves the training of members and putting in place equipment and structures which support service delivery. The success to date led by the

The underlying positive financial sustainability has also enhanced delivery of our international supports.

Training Working Group has been the delivery of Pre-Hospital Emergency Care Council accredited training to our members and the use of IT to enable effective online access even during the pandemic. This is a critical aspect of who we are and its success has enabled our members to remain prepared for service provision in a manner that meets the standards set by the Regulator.

STANDARDS

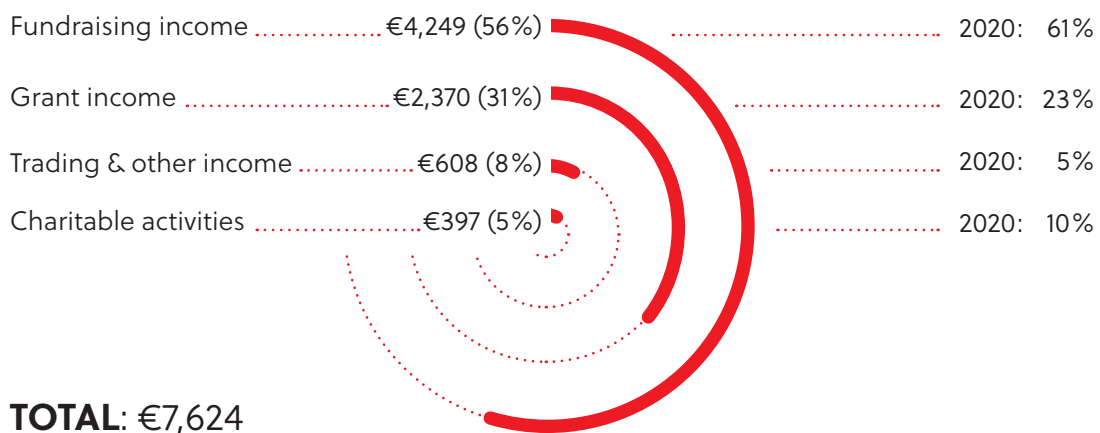
This focus area has been supported by the work of the Training Working Group and the Risk Management Group in ensuring the Governance Validation Assessment, the Governance Code Standards, and the Charities Institute of Ireland triple-lock fundraising standards are being met. These, together with meeting the Statement of Recommended Practice (SORP) auditing standards and GDPR, has enabled the organisation to meet key standards of compliance.

MEMBERSHIP

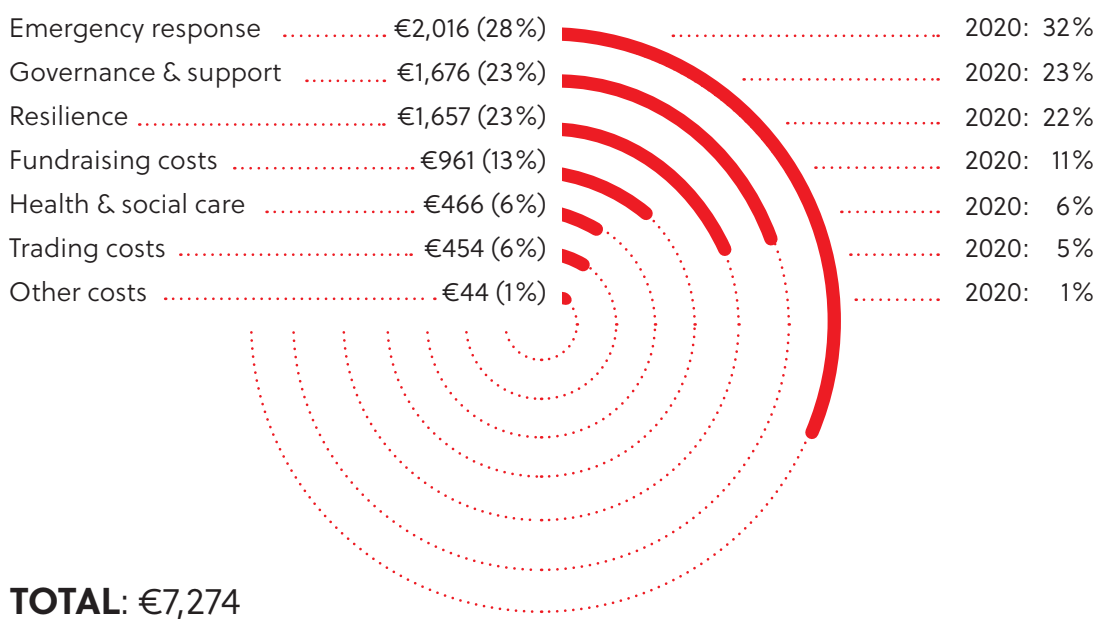
The final key area is that of supporting the membership, which involves, in particular, the recruitment and retention of members. Strategically, this is a core area for the organisation and is one that requires significant additional focus and resources. To recruit and retain members is the lifeblood of our voluntary organisation and this is especially so as a service delivery organisation. The Board will be focused on how this is to happen and the structures that are needed nationally and regionally to promote this core aspect of the Strategic Plan in 2022.

FINANCIAL HIGHLIGHTS 2021

2021 INCOME €'000



2021 EXPENDITURE €'000



REPORT OF THE DIRECTORS

FINANCIAL PERFORMANCE INCOME

Income this year is €7,624k (2020: €8,362k). Unrestricted income has continued to improve with a 5% increase on 2020. Restricted income was high last year due to Covid-19 donations so as expected we have lower restricted income in 2021 of €2,747k compared to €3,718k in 2020.

EXPENDITURE

2021 expenditure (€7,724k) has returned to pre 2020 levels as less was spent on Covid-19 programmes (2020: €7,677k). Unrestricted funds expenditure has increased as we return to normal activity levels and restricted funds expenditure has decreased for the same reason. In particular, expenditure was lower in Ireland but higher in International (Yemen crisis & Covid-19 funding for India).

RESULT

The incoming resources for the year is €350k made up of €299k outgoing restricted funds and incoming unrestricted funds of €649k. The 2021 unrestricted surplus increase over last year is due to the reduction in Covid-19 operational constraints.

RESERVES

To ensure there is funding for working capital, unexpected expenditure or income shortfalls our minimum level of reserves is three to six months of total expenditure. Our available reserves at year-end were €3.1m (2020: €2.4m). This is

5.6 months of total expenditure, including restricted funds (2020: 4.1). This year has seen a return to our progress in achieving the target set by the Board (3 to 6 months). Our expectation for 2022 of achieving the target of 6 months could be impacted by the impact of the Ukraine crisis on our activities.

CASHFLOW

Our net cash inflow from operating activities in 2021 was €1,583k (2020: €1,304k). This was a better outcome than we expected and was achieved by managing our working capital appropriately. Incoming cashflow will be significant in 2022 due to the response of everyone who has donated to help with the Ukrainian crisis. Our operating reserve (to be used for short-term operating demands and capital investment) is €736k (2020: €520k).

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the time of approving the Directors' Report has confirmed that:

- (a) so far as that Trustee is aware, there is no relevant audit information of which the Society's auditors are unaware and
- (b) they have taken all the steps they ought to have taken as a Trustee in order to be aware of any relevant audit information and to establish that the Society's auditors are aware of that information.

ACCOUNTING RECORDS

The measures taken by the Trustees to ensure compliance with the requirements, with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems.

The Society's accounting records are maintained at the Society head office in Merrion Square.

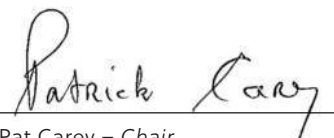
TAXATION STATUS

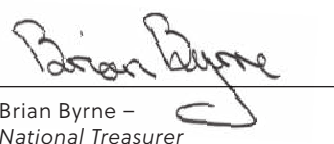
Irish Red Cross Society has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997.

AUDITORS

BDO is eligible and has expressed a willingness to continue as Auditors of the Society. The financial statements were approved by the Board of Directors on 9th July 2022.

On behalf of the Board of Directors


Pat Carey – Chair


Brian Byrne –
National Treasurer

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The Board of Directors of the Irish Red Cross Society operates through the delegated authority of the Society's General Assembly (formerly Central Council). Its role is to direct and supervise the affairs of the Society on a day-to-day basis, to ensure that it delivers on its goals and objectives, and to uphold the values and principles of the Red Cross Movement in every aspect of its activities.



The Board of Directors is responsible for the preparation of the financial statements for each financial year, which give a true and fair view of the state of affairs of the Society and the incoming resources and application of funds, including the net income or expenditure of the Society for the year. In preparing these financial statements the Board of Directors is required to:

- ▶ Select suitable accounting policies and then apply them consistently;
- ▶ Make judgments and estimates that are reasonable and prudent;
- ▶ State whether applicable accounting standards and statements of recommended practice 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 Society will continue in operation.

The Board of Directors is responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the Society and which enable it to ensure that the financial statements comply with relevant legislation. The Board of Directors is responsible for safeguarding the assets of the Society and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The financial statements were approved by the Board of Directors on July 9, 2022.

INDEPENDENT AUDITOR'S REPORT TO THE GENERAL ASSEMBLY OF IRISH RED CROSS SOCIETY

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

OPINION

We have audited the consolidated financial statements of Irish Red Cross Society for the financial year ended 31 December 2021, 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. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- ▶ give a true and fair view of the assets, liabilities and financial position of the Society as at 31 December 2021 and of its net incoming resources for the year then ended; and
- ▶ have been properly prepared in accordance with Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)). Our responsibilities

under those standards are further described below in the auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Society 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

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified

any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Society's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

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

In connection with our audit of the financial statements, our

**The directors are responsible
for the preparation of the financial
statements and for being satisfied
that they give a true and fair view.**

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.

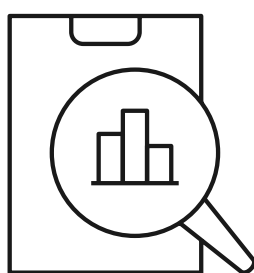
We have nothing to report in this regard.

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 Society'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.

NON-STATUTORY 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.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. The description forms part of our auditors' report.

THE PURPOSE OF OUR AUDIT REPORT AND TO WHOM WE OWE OUR RESPONSIBILITIES

This report is made solely to the General Assembly and Board of the Irish Red Cross Society. Our audit work has been undertaken so that we might state to the General Assembly those matters we are required to state to them in an independent 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 General Assembly of the Irish Red Cross Society as a body, for our audit work, for this report, or for the opinions we have formed.

BDO
Dublin
Statutory Audit Firm
AI223876
Date: 9 July 2022

FUNDRAISING REPORT

Throughout 2021 the strategic goal of Irish Red Cross fundraising remained to ensure the consistent and effective delivery of humanitarian aid and assistance to those most in need – whether in Ireland or living abroad.

In this regard, the IRC's 2021 objectives remained founded on the organisation's established commitment to the highest standards when raising funds from the public – with particular regard to established ethical fundraising standards as described in the Guidelines for Charitable Organisations on Fundraising from the Public. 2021 objectives within these goals continued to focus on the growth of corporate public support, the establishment of annual fundraising campaigns with recognised targets and the increased acquisition of trust and foundation support of IRC programmes at home and abroad.

Within this framework, 2021 voluntary income of €4,249k was realised as a result of combined fundraising efforts by the IRC head office and branches and was realised through generous contributions from the public as well as major donors, corporate partners, legacy gift contributions and trust and foundation support. This exceeded established 2021 internal targets by 8% and represented a 2.9% increase in unrestricted income,

in spite of the significant challenges presented by the ongoing Covid-19 pandemic. We remain deeply grateful to all of those who generously contributed to the work of the Society.

SUCCESSFUL COLLABORATION

In order to achieve our 2021 fundraising goals, the IRC implemented several successful initiatives. Among these was the strengthening of active communication and collaboration between IRC programme and fundraising teams. This collaboration enabled IRC teams to work together to identify and prioritise specific funding areas, establish long-term planning procedures and improve outreach to donors with clearly established deadlines and deliverables to ensure that prospective and existing donors are well informed of the impact of their support.

In 2021, the IRC also strengthened its capacity to share its story with the Irish public through the structured engagement with external PR consulting firm BP Communications. As a result of this engagement, public awareness of the work of the Irish Red Cross was increased substantially through events such as the 2021 Humanitarian Awards.

INDIVIDUAL GIVING

In Ireland, 11,453 people supported the Irish Red Cross in 2021. This crucially important group of donors represents 69% of the IRC's total domestic voluntary income. At its heart is the dedicated commitment of regular or monthly contributors who enable the organisation to plan our work into the future. Throughout 2021, the Irish Red Cross continued to reach out to new and existing donors through a defined process of postal appeals, digital appeals and newsletters. The organisation also introduced a highly successful programme of Direct Response Television Advertising and digital marketing engagement that enabled the IRC to engage new donors about the importance of our work. These advancements successfully off-set the significant and ongoing limitations in personal engagement as a result of Covid-19.

TAX-EFFICIENT GIVING

In other areas, tax-efficient giving which enables donations of €250 or more to be supplemented by a government refund of the related income tax, continued to be a critically important source of income for the Irish Red Cross while legacy support also continued to develop as a result of a more structured and consistent engagement in this area. In this regard, the Irish Red Cross remains eternally grateful to those who choose to remember the Irish Red Cross in their wills.

Finally, the Individual Giving team issued two highly successful international appeals for public support following the July earthquake

2021 saw a strengthening of active communication and collaboration between IRC programme and fundraising teams.

€689,000

Overseas
Emergency Aid

108%

Return against
planned 2021 targets

€366,274

Donated by 222 corporate
partners for domestic work

in Haiti and the August crisis in Afghanistan. These appeals realised over €689,000 in aid of these two crises and other urgent overseas crises.

CORPORATE SUPPORT

Corporate support of the Irish Red Cross also continued to play a central role in the organisation's fundraising

strategy in 2021. A combined total of €366,274 was donated by 222 corporate partners in support of the IRC's domestic work. This assistance included both financial and in-kind gift support for programmes such as psychological first aid, portable defibrillators and hygiene items and toys for under privileged families and

children. Further corporate funding of IRC international programmes included support for conflict-related relief in Yemen and support for the distribution of hygiene kits in Punjab and other regions of India to help residents combat the overwhelming 2021 surge of Covid-19 in the region.

FUNDRAISING HIGHLIGHTS 2021

2021 INCOME €'000

Public Appeals & Events	€1,883 (44%)	2020: 47%
In-kind support & other income	€1,224 (29%)	2020: 26%
Regular Giving	€709 (17%)	2020: 15%
Corporates, major donors & trusts	€433 (10%)	2020: 12%

TOTAL: €4,249

2021 EXPENDITURE €'000

Marketing	€530 (55%)	2020: 54%
Payroll	€386 (40%)	2020: 41%
Admin	€45 (5%)	2020: 5%

TOTAL: €961



NATIONAL



NATIONAL OVERVIEW - A YEAR OF RESILIENCE AND EMERGENCE

In 2021, our volunteers continued to support people in need of assistance across Ireland as the nation began to adjust to the “new normal” of a world still coping with Covid-19, but with the hope of a newly launched-vaccine rollout. Many people in Ireland experienced stress and uncertainty as restrictions were imposed, lifted and sometimes imposed again in response to the level of threat from the virus and our volunteers were there to provide care and reassurance.

Throughout 2021, the Covid-19 Coordination Group, comprising the four National Officers, the three National Directors, the Secretary-General and the Head of National Services, organised volunteers to provide essential services to the vulnerable in our communities. Their support included delivery of groceries, medications and other essential items to those still cocooning or those unable to access public transport. Volunteers also transported people to essential hospital appointments,



delivered Covid-19 information leaflets and carried out well-being checks.

Many volunteers trained in Psychosocial Support this year, or refreshed their previous training with information on coping skills for the pandemic. Some branches set up listening and psychosocial support services, providing regular check-in phone and video calls to the elderly and other vulnerable people in their communities.

Another psychosocial initiative involved providing information and support to carers – anyone caring for a relative or partner with a disability,

an ageing parent, or a child with high support needs. Volunteers shared tips to alleviate the stress for both the carer and those being cared for including how others in the family and extended social network could assist without compromising safety during Covid-19.

Irish Red Cross volunteers also directly assisted with the rollout of the vaccination and booster schedule across Ireland, providing first aid cover and stewarding services at vaccination sites to ensure safe queuing and social distancing. At a local level, volunteers shared and circulated factual information to combat vaccine hesitancy.

Within Ireland's prisons, Irish Red Cross inmate volunteers took on an important role in helping to keep their communities to stay safe and control the spread of Covid-19. They did this through the power of "peer-to-peer" education, where volunteers bring factual and relevant information to the other members of their community in an easy-to-understand way. The information that our inmate volunteers share, including tips on health and hygiene, effective handwashing and cough and sneeze etiquette, became more important than ever this year in reducing the spread of the virus. Volunteers created and safely circulated Covid-19 newsletters, keeping their community informed of what was happening and how to stay safe.

Inmate volunteers also took part in a question and answer session with Professor Luke O'Neill from Trinity College Dublin and from their learnings, they created information for their community to combat vaccine hesitancy and encourage all, who were able, to get their vaccination to help to reduce the spread and severity of Covid-19 infections.

2021 was not an easy year for our Irish Red Cross Youth (IRCY) volunteers as youth groups were not permitted to meet for most of the year due to the risk of infection. We are proud, however, of the resilience and initiative our young people showed by creating new ways to stay in touch and to support each other. From virtual youth camps, monthly challenges and even virtual Pride Parades, our young people were determined to stay connected and to continue their humanitarian work.

Many young volunteers took the time to safely assist their branches in assembling items for delivery to the most vulnerable. Some youth groups began to hold virtual classes online, and one group of young volunteers even received funding from Leargas and the EU to create a private, digital platform for IRCY volunteers aged



18-25 to stay connected and to share ideas and opportunities to volunteer around Ireland.

Our "Different Feathers" storybook initiative saw three beautifully illustrated books, authored by IRCY volunteer Jennie White, circulated to primary schools around Ireland to assist in educating children aged 4-10 about migration, disabilities and gender identity in a fun and age-appropriate way. The books were also accompanied by a teacher's manual with fun activities relevant to the curriculum. The feedback was overwhelmingly positive and we hope to see the series expand in the future.

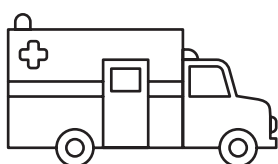
This year also saw the first collaboration of Irish Red Cross Youth volunteers with the Irish Red Cross Prison Programme. The "Family Connections Project" saw the family members of a small group of inmate volunteers signing up to mirror the learning of their loved ones in prison in an effort to maintain a connection while prison visits and calls were restricted or unavailable for safety reasons. Family members began studying the same Community Based Health and First Aid (CBHFA) topics – including those specially created for the pandemic, such as information on the Covid-19

virus and vaccine hesitancy. IRCY volunteers worked to create a private website where family members could log in and complete courses online at their own pace. The youth volunteers also provided support through the website, on how to use the site.

2021 will be remembered as a year of resilience and emergence from the shadow of Covid-19. Our volunteers of all ages have demonstrated this with their continuing commitment to provide support and assistance to those most vulnerable, wherever it is required, demonstrating the fundamental principles of the International Red Cross and Red Crescent Movement.



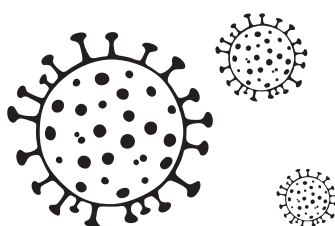
FACTS & FIGURES



A fleet of approx.

150

Ambulances and support vehicles, as well as three inflatables used by our Corrib Search & Rescue team



As a result of Covid-19 and demands on the National Ambulance Service, the IRC ambulance units have made nearly **1,000** patient transfers since March 2020, for non-emergency treatments. These included chemotherapy, dialysis, GP & dental appointments for older people.



79

IRC branches – covering all 26 counties



Almost

2,570

active members

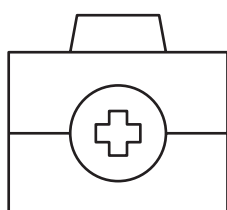


Almost **15,000** food deliveries nationally, to isolated and vulnerable households and individuals during Covid-19. These would involve older people and people living in isolated rural locations.



316

Youth members aged between 4 and 17



IRC provides a range of services domestically including First Aid (delivery and training), Youth Services, Community Support, Emergency Relief (floods & extreme weather), Migration, Lake & Mountain Rescue and within Prison Settings. We collaborate with overseas Red Cross national societies, assisting in the provision of humanitarian relief in conflict and disaster situations, through international delegates, resources, materials; and financial aid.

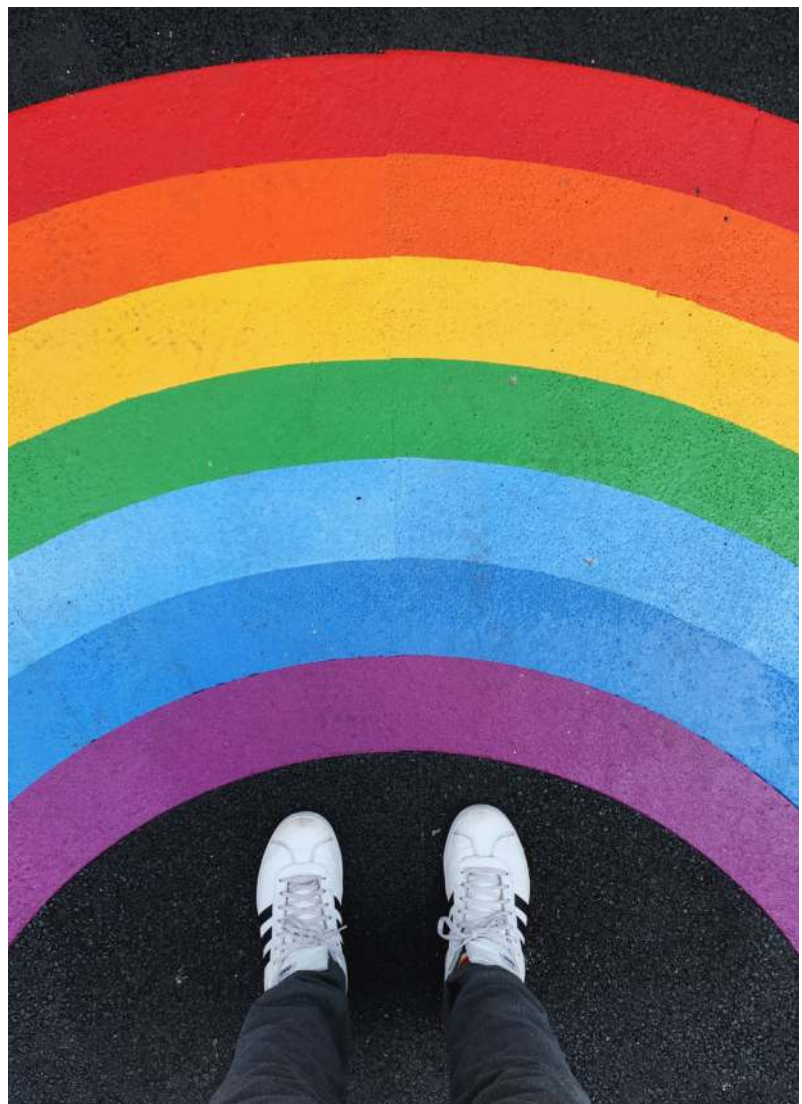
"STEP IT TO STONEWALL" CHALLENGE

To celebrate Pride in July 2021, the Irish Red Cross Youth (IRCY) launched a virtual challenge as a result of Covid-19 restrictions. The "Step it to Stonewall" challenge saw IRCY members and their families and friends tracking their activity from June 1-26, inclusive, in order to complete a virtual visit to The Stonewall Inn in New York City, the birthplace of Pride.

The Stonewall Inn, in New York City, is a significant place for the LGBTI+ community: what began as a protest against a police raid in 1969 inspired the Pride movement and has now become a global yearly celebration. This challenge was set by IRCY to acknowledge the history of Pride and to promote humanity, impartiality and universality. The challenge was also enhanced through a partnership with the European Youth Cooperation Committee (EYCC) for their #June4MentalHealth campaign. Referencing the importance of exercise for mental health, the challenge incorporated history and movement with the aim of collectively taking 500,000 steps (5,116.06km) to complete a virtual journey from Dublin to Stonewall. The successful challenge resulted in youth volunteers, leaders and staff logging activity to cover an astounding 5,373.39km.

An excel spreadsheet was designed and provided to assist IRCY leaders, or individual volunteers, to keep track of their activity or distance. The individual (aged 4-25) who recorded the longest distance would win a €50 one4all voucher.

This was won by volunteer Marcos, from Donegal, who recorded an incredible 944km of activity between June 1st and 26th, an astounding 322km of which was achieved by himself!



The successful challenge resulted in youth volunteers, leaders and staff logging activity to cover an astounding 5,373.39km.



PANDEMIC ASSISTANCE AND SEVERE WEATHER RESPONSE

In response to the pandemic, IRC Unit personnel engaged with the Health Service Executive (HSE) at both national and local level to support the ongoing efforts against Covid-19. Nationally, the IRC Senior Unit Management volunteers and senior management engaged closely with the HSE and National Ambulance Service (NAS), to determine the capacity of the Irish Red Cross (along with the other voluntary

organisations, Order of Malta and St. John Ambulance) to assist the State with pressures caused by the ongoing pandemic. A series of high-level meetings were held to consider the following HSE/NAS requests:

1. Equipment request for HSE field hospitals.
2. Backfilling of NAS roles in the event of staff shortages.
3. Voluntary vaccinators in Mass Vaccination Centres.
4. Volunteer PCR testers.
5. Domiciliary Vaccination/Booster vaccines for under 70s.

In response to each of the requests, the IRC Units made the necessary preparations to ensure their availability to react to the requests at hand. This involved IRC personnel undergoing the necessary upskilling and HSE specific training. However, as HSE/NAS staffing levels did not drop to critical levels, the IRC Units were not required to be deployed in the above referenced requests.

The IRC supported the HSE National Ambulance Service in patient transportation and transfers to ensure continuity of service.

VACCINATION CENTRES

During the 2020-2021 period, Irish Red Cross volunteers attended Mass Vaccination Centres providing first aid cover. Volunteers provided support in centres in Galway, Cork, Limerick, Donegal, Dublin and nationwide, carrying out work that included first aid post crewing, assisting persons needing support at vaccination centres, post-vaccine observation room roles, possible ambulance standby in larger centres, sanitizing fixtures, acting as greeters and acting as social distancing stewards.

SEVERE WEATHER

In February 2021, IRC regions were requested to prepare for mobilisation due to the forecast of heavy snow. The 4x4 fleet was placed on standby during the period of





expected heavy snow. Given the experience of the organisation in previous years in similar situations, resources and personnel were promptly alerted to the possibility of deployment to assist with patient transfers and various other activities. As the weather did not deteriorate as severely as was anticipated, the use of IRC resources was not ultimately required, and local Units were stood down. The preparation for this mobilisation was considered a useful training exercise for volunteers in such scenarios.





DIFFERENT FEATHERS PROGRAMME

It all started with a book about a bird. What followed was a powerful collaboration between two authors and an illustrator that resulted in three children's books, written to enable kids to soar into their imagination with carefully thought-out characters that feature across the titles. So, who are the birds? They are Sabina the swallow, Finley the finch and Paul the pigeon. But these aren't any birds. These birds each address an important theme in the lives of children and adults alike. Sabina the swallow dives into migration; Finley

the finch into gender identity; and Paul the pigeon explores disability.

Damian McThomais developed the first book, Sabina the Swallow, as a tool to teach young children about migration. Irish Red Cross Youth volunteer Jennie White brought the book to the Irish Red Cross and subsequently authored the next two books in the series.

Each book was illustrated beautifully, by Chloe Metcalfe, and created in a large, A3 format for primary school teachers and youth leaders to read aloud with young people aged 4-10. The books were accompanied with lesson plans and activities, devised by Jennie, to complement the current curriculum and to include in handbooks for teachers and leaders.

Jennie's books came in the context of a continent, Europe, that was experiencing a series of challenges: a migration crisis, exclusion and austerity among lower income groups and a rise of nationalistic populism.

The departure of the United Kingdom from the European Union created further turbulence and instability, most vividly demonstrated by the unprecedented situation of the possible 'return of a border' between the UK and the Republic of Ireland.

Within all of this, children are trying to understand the world around them and understand complex themes such as difference and discrimination. It can be difficult to find ways to discuss discrimination based on the related diversities with a young age group and not discuss topics which may be considered inappropriate or harmful or might reinforce labelling or stereotyping. Through its non-direct approach, Different Feathers creates a sense of understanding, empathy and encourages a need to celebrate diversity at a young age. It is hoped that these children who engage in this programme will grow up to live by these principles.

It was with the support of the Embassy of Switzerland in Ireland, that Irish





Red Cross Youth (IRCY) launched the Different Feathers programme, which aimed to create inclusive communities by tackling intercultural understanding and inclusion of diversities within communities. Specifically, the project proposal was to increase awareness and understanding of diversity in relation to migration, LGBTQ, disability and poverty groupings and to provide learning opportunities in a structured approach on diversity and inclusion. In Ireland there is a current need to create more young agents of change within communities. Therefore, educating our IRCY members and their peers in diversity, discrimination and inclusion enables an informed and knowledgeable dialogue and positive actions when required.

Circulation of the resource reached 198 classes in 113 schools. Most primary schools used it for 1st and 2nd class pupils. The accompanying handbook supports three key aspects of cognitive learning for each story including exercises under the headings of Let's Play, Let's Discuss and Let's Create. The impact of the programme was measured through an evaluation of participants at the end of the programme. Feedback from teachers was glowing and the Irish Red Cross continues to

FEEDBACK RECEIVED FROM SCHOOLS WHO INCORPORATED THE BOOKS INTO THEIR CURRICULUM

"I received the pack today containing the books from the Different Feathers series and just wanted to say a huge thank you. The books are absolutely gorgeous, so sensitive and child friendly. We are a large school with almost 100 little people so we meet all kinds and all sorts of challenges. Immediately upon reading the books I was excited as we have been looking for this sort of resource for so long. I can't wait for the teachers to start using them. They will really enjoy sharing them with the children and having these lovely and necessary conversations.

We will fill in the questionnaire and return asap. Congrats on such a lovely initiative and Keep up the good work!!"

"The books are amazing; the children love them! They're so easy to read and pictures are super. I really appreciate your kindness in sending them to me"

"I really enjoyed teaching the Different Feathers Programme last year and look forward to teaching my new class this year."

"Many thanks again for covering very important topics for little minds"

receive requests from teachers for the resource on a weekly basis.

This programme is evidence of the ripple-out effect of the positive actions of an informed member - Jennie's books were supported by the wider IRCY population and reached schools across the country. The family and peer groups of members

who shared these messages became the amplifiers for such positive messages. This impact is difficult to quantify but immeasurable in its potential positive impact because the areas we are focusing on are not areas that exclusively affect young people, however by addressing them at a young age we can create sustainable change.

RESTORING FAMILY LINKS

Where would you start if you were looking for a man you had not been in contact with for 25 years?

This was the conundrum that faced Colette, from Cork, in 2019. She had tried social media but to no avail. She wasn't sure where to turn, especially because this was a family affair. Twenty-five years previously Colette and her daughter Fiona had gone on holiday to Cyprus. While they were there, Fiona met a man, Kyri, and had a relationship with him. "He was friendly, mannerly, a very nice man," recalls Colette.

Colette and Fiona returned to Ireland and it was a number of months before Fiona discovered she was pregnant. Fiona and Kyri had been in contact for a while, but she decided not to inform him about the birth of her daughter, Megan. As the years passed and Megan grew, Colette often thought of Kyri and how they might contact him. It was when she was on holiday in Cyprus in 2019 that a friend mentioned the Red Cross. "Megan was 25 and we thought she had a right to know who her father was and that he had a right to know he had a daughter. He was a little older so I wanted to do it before it was too late. But how?"

"Then my friend said 'don't the Red Cross do that? Don't they help families find each other?' I never knew this before," says Colette. She approached the Cyprus Red Cross who advised her to contact the Irish Red Cross on her return to initiate the request. "And that's what I did," she says. "It was not a quick process, but how could it be? We had an area where he had been living but little else. So, it took time. But we were always kept informed by the Irish Red Cross team."

And then the call came. The Restoring Family Links team thought they had found him. Permissions were given to exchange phone numbers and it wasn't long before a phone call came from



Tracing cases
opened &
closed in 2021:
56 cases of which
10 were located

Kyri. "We learned about his life, his work, what he had been doing and he got to know Megan," says Colette.

Some time later, the family planned another trip to Cyprus – this time with granddad (Colette's husband) as well. It was a trip that was heavy with expectation. "It was wonderful. It was hard for Fiona, maybe for us all, and it was emotional but it was wonderful. Megan met her father and he met her. He and Fiona also had the opportunity to speak. He showed us around; we ate together; shared stories. It was great."

It had seemed like the chances of finding Kyri were extremely slim 25 years on. "It was so unlikely," says Colette. "It wasn't about them building a relationship either but about allowing that opportunity.

And we did that. I am eternally grateful to the Red Cross team."

WHAT IS RESTORING FAMILY LINKS?

Restoring Family Links (RFL) is a core programme of the Red Cross and Red Crescent Movement and is reliant on the global Family Links Network. This network works across international borders, with staff and volunteers at grass-roots level who work to locate people and put them in contact with their relatives, observing the humanitarian principles of the movement. The most common situations where the Family Links Network acts is when loss of contact is due to armed conflict or other situations of violence; natural or man-made disaster; migration and in other situations of humanitarian need, including prison scenarios, but there are also other situations, such as the story shared here. All RFL services are free of charge.





PEER-TO-PEER EDUCATION SUPPORTING COVID-19 VACCINE ROLL-OUT

Ireland was the first country in the world to implement the Community Based Health and First Aid (CBHFA) programme in a prison setting, with the prisoners themselves as Irish Red Cross volunteers and peer-to-peer educators.

Prisoners use the programme to learn and then teach others about all sorts of issues, from hygienic hand washing and mental health awareness to understanding drugs and how to treat an overdose. They meet on a weekly basis and then go back to their landings to talk to the general population of prisoners about what they have learned, becoming peer-to-peer educators.

The programme operates under a partnership of the Irish Red Cross, the Irish Prison Service and the

Education and Training Boards (ETBs). It was piloted in Wheatfield Prison in June 2009 before being extended across the country. Since the onset of the programme, more than 10 years ago, some 1,000 inmates have been involved. The CBHFA programme is one of the many programmes that demonstrates the application of the vision of the Irish Red Cross – to provide impartial services and support to vulnerable people and communities.

When the pandemic hit this project became more important than ever in responding to the needs of inmates during the vaccine roll-out. At the time, prisons were being disproportionately affected by



In 2020-2021,
**16 COVID-19
NEWSLETTERS**
were created as
part of the
CBHFA programme.

Covid-19 across the globe but this was not the case in Ireland.

Over the years, Irish Red Cross volunteers in prisons have been →



105
inmate volunteers
successfully graduated
from the programme
during 2021

involved in many projects to help make their communities safer: color-coded bucket and mop systems, hand-washing demonstrations, cough/sneeze etiquette, etc. These activities have played a key role in creating further awareness about the importance of preventative measures in relation to Covid-19, not only benefitting the prisoner community, but also inmates' families through an online family project that was piloted. Volunteers in the programme wear black t-shirts with the seven Fundamental Principles of the Red Cross Red Crescent Movement – humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

With support from IFRC's Covid-19 Emergency Appeal, volunteers expanded their assistance during lockdowns as many external staff (in areas such as psychology, chaplaincy, addiction counselling, resettlement services and teachers) were not allowed to enter the prisons, so inmates started to offer additional support wherever they could — from activities to improve mental health to the delivery of educational materials, leaflets and newsletters. In 2020-2021, 16 Covid-19 newsletters were created as part of the CBHFA programme. In addition, the prison service and Irish Red Cross worked together to respond to the spread of false information by producing an information video on the vaccines and broadcasting it on in-cell television to help allay prisoner concerns.

During the 2020-2021 academic year, 12 cycles of the CBHFA Programme delivered in prisons with 105 inmate volunteers successfully graduating from the programme in 2021. During this time, over 70 previous graduates of the programme were actively engaged in all prisons.

8 workshops delivered through the Prison to Community Project in 2021, with **38** participants and **4** volunteer facilitators

12 CYCLES

of the CBHFA Programme delivered in prisons in the 2020-2021 academic year

4

project and course initiatives targeting Violence Prevention in prisons

OVER 70

previous graduates of the programme were actively engaged in all prisons

10

sensitisation courses facilitated by the CBHFA management team in 2021

141 COORDINATION MEETINGS

that took place either in-person or by phone in 2021 in all 13 prisons

3 FILM

projects were created

13

successful Staying Alive Campaigns (Overdose Prevention & Mental Health) in all prisons in 2021

6

project and course initiatives targeting Overdose Prevention in prisons

5

new agency collaborations were established for future workshops

IRCY/CBHFA IN PRISON COLLABORATION

Due to the pandemic, the Family Connection Project, which is part of the Community Based Health & First Aid (CBHFA) programme had to move completely online. At this time, assistance was sought from Irish Red Cross Youth (IRCY) to recruit for innovative, creative, tech-savvy solutions by a population who were eager to develop new skills whilst contributing to their communities and the work of the Red Cross and Red Crescent Movement. IRCY used social media, among other means, to recruit volunteers aged 18-25 for the project. As detailed in social media posts at the time, the exciting project provided “an opportunity for IRCY volunteers to digitally participate with the goal of empowering inmate volunteers and their families to positively influence their communities. Family members are supported to develop their knowledge of CBHFA and build connections with the wider Red Cross family.”

A team of five youth volunteers were supported to learn how to use new software to create course content; to use online platforms for collaboration; to interact with inmate family members; and had the opportunity to creatively use their experience and knowledge as IRCY volunteers to help others and promote the work of the Red Cross as an inclusive and welcoming organisation.

Originally scheduled to run in March only, as an historic pilot project, the project received an extension and continued to run throughout 2021 thanks to the work of the IRCY volunteers.

The tasks they performed included:

- ▶ Learning how to create pictures,



IRCY used social media, among other means, to recruit volunteers aged 18-25 for the project.

videos and audio content to enhance online lessons on each of the CBHFA topics, mirroring the lessons being completed in prison by the inmate volunteers;

- ▶ Creating and uploading these courses;

- ▶ Using a roster schedule to monitor and manage the community website daily to encourage conversation, provide support and answer questions from members;

- ▶ Taking part in “Family Support Calls” with the family members and the Chaplain of Mountjoy once a month, an informal chat and chance to ask questions and share experiences.

Administrative, psychosocial and debriefing support was provided by Irish Red Cross staff. This was a best-in-class example of the integration of the membership and the work of the youth volunteers continues to be praised by the family members, inmate volunteers, Irish Prison Service staff and Irish Red Cross CBHFA Prison staff.

The Department of Health also requested the assistance of the IRCY team members in the first week of January 2021 to process survey data from all Irish Prisons relating to the willingness of inmates to receive the Covid-19 vaccination. The IRCY were proud to be trusted with such an important piece of data.

ADAPTING TO THE PANDEMIC AT ST FRANCIS FARM

The Irish Red Cross has continued with its work at St Francis Farm, working with some of the most vulnerable people in our society. St Francis Farm is a drug free residential treatment programme and detoxification unit, set within a rural farm environment. In line with the mission of the Irish Red Cross, this programme delivers assistance – at home and abroad – to those most in need.

As with most sectors, the work of the Detox unit was heavily affected by Covid-19 and many changes were made to systems of work. Changes included the initial assessment of clients having to be done via phone; a reduction in the places on offer to allow for social distancing; the need for clients to isolate for 14 days in the unit before their programme began; and onsite staff numbers were reduced to essential frontline workers. All of these measures, along with a huge commitment from all staff and clients, meant detox and rehab units managed to stay Covid free (at date of writing).

The IRC provided great support through head office and community support, assisting in the provision of

extra personal protective equipment (PPE) and bedding during the initial weeks of the pandemic and beyond. As the vaccination programme started, the farm staff were one of the first cohorts to be offered the vaccine. This measure – and later antigen testing – allowed for some normality to return to the programme.

In early October, the work of the team was recognised with news that the team at MQI St Francis Farm had been shortlisted in the Equality Initiative of the Year category at the 2021 Irish Healthcare Awards. This recognition was the culmination of a lot of hard work and reaching out to some of the most vulnerable females seeking residential treatment and re-configuring the programme to cater to an all-female group and to address key areas of client needs. This reconfiguration included responding to the following needs:

- ▶ Female self-care and therapeutic groups.
- ▶ Developing female-specific programme content.
- ▶ Female-specific education seminars including childcare issues;

nutrition and diet (body image); health (menstruation and pregnancy, sexual health and contraception); peer female support; anger management; domestic violence, vulnerability and relationships.

▶ Adapting the culture to make the detox more female-friendly.

▶ Working with a depth of complexity that necessitated innovation and determination to retain the client group and give them options post-detox / rehab.

The outcomes were very positive for the client group and everybody learned a lot from this specific group. As stated by the head of recovery services at MQI, “most of all this is a demonstration of the team being creative and going above and beyond the call of duty in order to meet client needs – it’s definitely one to celebrate for the organisation, the team at St Francis Farm and the clients who benefited from the programme”.

In the almost nine years since we started working with MQI at St Francis Farm. The last two years have been some of the most challenging yet enjoyable at the farm. We have seen incredible interdisciplinary cooperation among the team in the unit and success in pushing through any obstacles affecting the care of our clients.

Over these nine years, we have seen fantastic outcomes for many of our former clients who are now following opportunities in education, business, law and the media. We are now proud to work with several of our former clients as colleagues, working alongside them providing care and support to new clients.

This is a demonstration of the team being creative and going above and beyond the call of duty in order to meet client needs – it’s definitely one to celebrate for the organisation, the team at St Francis Farm and the clients who benefited from the programme.

COMMUNITY SPONSORSHIP: AN ALTERNATIVE PATHWAY TO RESETTLEMENT



Community Sponsorship Ireland is a community-led programme which sees private citizens and community groups take leadership in welcoming refugees to Ireland.

Refugees may have experienced significant hardship, trauma and disruption and have been forced to flee from their home country as a result of oppression, conflict and war. The impact of these experiences on individuals, families and, particularly, children, can be devastating. However, it has been shown that given the opportunity to re-settle permanently in a safe and supportive environment, a family can thrive and overcome past adversity. In this challenging space the Community Sponsorship Ireland has potential to positively impact the integration of families into new communities.

It is a unique collaboration between government, the UNHCR (the UN Refugee Agency), NGOs and civil society, one in which the Irish Red Cross (IRC) plays an important part. The approach was pioneered in Canada in 1979 and piloted here in 2018, before being officially launched in Ireland in 2019.



What differentiates it from Ireland's existing refugee resettlement programme, where the State provides integration services directly, is that community sponsorship empowers members of the public to play a leading role in welcoming new arrivals to their community. Interested members of the public come together to form a Community Sponsorship Group that assumes responsibility for providing a range of integration supports to a refugee family and to be the welcome point in their local community. →

"It's a wonderful benchmark for State, civil society co-operation and you really get to see the best of Irish communities on the ground, mobilising in a grass roots manner," explains Kevin O'Leary, who heads up the IRC Community Sponsorship programme. "It is, without a doubt, one of the most positive things I've ever been involved with," he said. "It is fantastic to see the difference it makes from an integration perspective."

During the time period relevant to this annual report, the Community Sponsorship programme positively impacted communities across Ireland.

COMMUNITY SPONSORSHIP AIMS TO:

- ▶ Enhance Ireland's long humanitarian tradition with forcibly displaced and persecuted people. Community sponsorship allows opportunities for communities to become involved directly in the support of resettled refugees.
- ▶ Irish communities involved in resettlement will provide support and assistance with housing, education, employment, language acquisition, social protection and social inclusion.
- ▶ Involve a wider set of Irish individuals, civil society organisations and community actors in refugee protection and integration.
- ▶ Maintain a human rights-based approach to protection, resettlement and the wellbeing and security of refugees and Irish communities

WHAT IS THE ROLE OF THE IRC?

In addition to its mandate as an auxiliary to the Irish Government and as a member of the Irish Refugee Protection Programme Taskforce, the Irish Red Cross ensures sponsors are well prepared to take on the responsibilities of their engagement. The IRC delivers this through its role as a Regional Support Organisation, through agreement with the Department of Children, Equality, Disability, Integration and Youth.

In 2021, the Government was working with four organisations around the country to offer Community Sponsorship: the Irish Red Cross, the Irish Refugee Council, Nasc in Cork and Doras, in Limerick. Each

Community Sponsorship Group is required to align themselves with a Regional Support Organisation in their geographic area. This role has seen the IRC educating potential sponsors on the sponsorship process; helping groups in the development of their settlement plans; and providing on-going support to sponsors prior to, during and following the arrival of the refugees. The IRC also assists in the resolution

of issues which may arise between the refugee family and their sponsors, as well as participating in the monitoring, evaluation and further development of the broader Community Sponsorship Ireland programme. In addition, in its capacity as a Regional Support Organisation, the IRC assists groups to meet safeguarding requirements and adhere to Children First guidance and legislation.

We're going to befriend, we're going to welcome you into the community and we're going to bump into you in the street because you are part of our world now.

ONE COMMUNITY STORY

"They had prepared for us a home. They are like our family and they did everything to make our lives easier."

These are the words of Fedaa as reported by RTE in July 2021 after she and her family were welcomed to Kells, Co Meath, by local Community Sponsorship Group, New Beginnings. In 2019, the Kells group welcomed Fedaa, her husband Ahmed and their three children Maysa (8), Kays (5) and Tasnin (3) into their neighbourhood. The family, who come from Idlib in Syria, had lived in cramped conditions in Tripoli in Lebanon for seven years.

Describing the community, Fedaa said: "They are very good and wonderful people. The life here it's very good for us, for children, the people help us for everything."

The family were interviewed because the local community was fundraising to bring a second Syrian refugee family into their community (each Community Sponsorship Group had to raise a minimum of €10,000 to go towards accommodation and other costs for the arriving family). Through

fundraising for a new family to arrive, Chair of the 'New Beginnings' group Mary Coffey said the family got a sense of excitement that had been there two years ago, as the community prepared for their arrival.

"Now they realise that this is not just one group, but it's a group backed by a huge community effort, and I think that's very heartening...Scratch the surface looking for good will and you'll find it in abundance," she said.

Speaking about the impact of the Community Sponsorship programme on their arrival to Kells, Ahmed said the group helped with "everything", from driving lessons to learning the English language. "I have before 2019 one family in Lebanon," he said. "I have, now, two families."

Fedaa explained that knowing about the group made their movement easier. "We knew we would travel to Ireland we were worried. You know, feeling worried about how we'll do in Ireland, but when we knew about the group, we felt more relaxed."

For Mary, a local GP, she describes

her involvement as "one of the most important things I've ever done in my life. I feel something in my life and in my person has expanded because of it. It was no burden on anybody, we're getting back far more than we've put into it," she said.

It also made her recognise the value of her local community. "The Irish Red Cross came to some of our meetings and there was a training day organised that included guidance for the drawing up of our settlement plan. Doing the settlement plan gave us a great appreciation of all that our little community has to offer" she explained.

"I would encourage any community who can organise a Community Support Group to just do it," she told the Meath Chronicle newspaper. "We need people to go out and draw out the best in their communities and open people's eyes to what is going on in the world. Because people think of refugees as someone who is 'out there', it can be hard to identify with millions of refugees but we can identify with real people with real names and real lives."

PRESTIGIOUS IRISH RED CROSS HUMANITARIAN AWARDS HONOUR HUMANITARIAN EXCELLENCE AND LEADERSHIP

The annual Irish Red Cross Humanitarian Awards provide a platform opportunity to recognise and honour humanitarian excellence and leadership.

Given the ongoing difficulties of the pandemic, it was especially important this year that humanitarians be honoured for their commitment and dedication to the vulnerable in society. In addition, the prestigious awards are an opportunity to raise the profile of the Irish Red Cross, its vision and mission.

It was hoped the award ceremony would return as a live event in 2021 and all preparations were made for this to happen. However, as Covid-19 case numbers began to rise, the decision was made to make all announcements online for public safety. Thankfully the Head Office team had planned a PR campaign that ensured news of the awards reached media across the country and the finalists and winners received many pages of recognition in national media.

On November 28th, the winner of the prestigious Irish Red Cross Humanitarian of the Year Award was named as Tammy Darcy, founder of The Shona Project, with climate activist Saoi O'Connor (19) scooping the honours as Young Humanitarian of the Year.

The Humanitarian of the Year Award is bestowed by the Irish Red Cross on an individual for exceptional humanitarian achievement. Tammy Darcy, a mother of three from Passage East in Waterford, has dedicated her life to helping teenage girls realise their rightful place in

the world through her non-profit organisation The Shona Project. By the end of 2021, The Shona Project had worked with over 20,000 girls directly in schools all over Ireland, with over 40,000 girls attending their Shine Festival in 2020.

Now in their fourth year, the Irish Red Cross Humanitarian Awards honour humanitarian excellence and leadership across six categories. The awards recognise those who

have had a humanitarian impact on the lives of others through volunteering, storytelling, skill sharing or fundraising. Nominations to the awards are open to the public and submitted securely online. Shortlisted candidates and winners are chosen by the judging panel of Derry Gray, partner at BDO Ireland; Fergus Finlay, former chief executive, Barnardos Ireland; Frances Daly, governor Cloverhill Prison; Karlin Lillington, journalist, The Irish Times. →



Zoey Coffey, age 4, from Clane, Co. Kildare is the youngest member of the Irish Red Cross and she received a special mention in the Young Humanitarian of the Year award in the annual Irish Red Cross Humanitarian Awards for teaching her school classmates and family how to do CPR. Here she demonstrates CPR on her teddy.



CLOCKWISE FROM LEFT: Lifetime Achievement award winner Catherine Corless; Journalism Excellence award winners Maria Delaney and Michelle Hennessy from noteworthy.ie; Corporate Impact award winner Hotel Doolin represented by Aine Martin; Digital Influence award winner Jean O'Brien, founder of Digital Charity Lab.

Earlier in November, historian and advocate Catherine Corless, was awarded the Irish Red Cross Lifetime Achievement Award. She received her award on Sunday November 28, in recognition of her investigations into the Bon Secours Mother and Baby Home in Tuam, Co Galway.

At the announcement of the award winners in Dublin, Chair of the Irish Red Cross Pat Carey said: "The Irish Red Cross Humanitarian Awards are the highest honour given by the Irish Red Cross, in recognition of those who are dedicated to exceptional humanitarian excellence."

"It's important to remember that humanitarians operate at home, in Ireland, and abroad, across diverse sectors, always working to improve the lives of those in need," he said. "The Irish Red Cross Humanitarian Awards celebrate these people and organisations, highlighting the amazing work that they do."

"Tammy Darcy has not only demonstrated extraordinary leadership through The Shona

Project, but she has demonstrated a measurable and far-reaching positive difference in the lives of others," said Carey, as she accepted her award. "Tammy is driven by a vision to help teenage girls realise their rightful place in the world and, with this vision, she has inspired others to make this societal change a reality in schools across Ireland, in India and Africa."

Speaking at the award announcement, Tammy Darcy said: "I'm so honoured to accept this award, and am in awe of the amazing work of the other finalists. This organisation was inspired by the illness of my sister Shona, and being able to share her story with almost 20,000 young women all over Ireland has been one of the greatest honours of my life. Watching the organisation go from strength to strength, and become a movement of women and girls supporting each other, and being kind to themselves shows that we all identify on some level, and that The Shona Project, is no longer just about Shona, but about all of us."



The Shona Project also took the honours in the Innovation for Change category, recognising those who have implemented an innovative, positive solution in response to a humanitarian issue.

Saoi O'Connor, who turned 19 last month, was named Young Humanitarian of the Year for inspiring leadership as a climate activist. Saoi initiated the Fridays for Future strike at Cork City Hall almost three years ago, holding a poster that said "The Emperor Has No Clothes". Since then Saoi's tireless activism has involved global youth strikes; national and international speaking events; and political lobbying, most recently, at COP26 in



BACK ROW: Catherine Corless, Tammy Darcy, Jean O'Brien, Ellen Conway and Michelle Hennessey. **FRONT ROW:** Aine Martin, Chair of Irish Red Cross Pat Carey, Saoirse Swan, and Maria Delaney.

Glasgow; as well as a friendship with fellow activist Greta Thunberg. Four-year-old Zoey Coffey, from Clane, Co Kildare and known as ZoZo to her friends, received a Special Mention award in this category for learning and promoting CPR with her friends and family for the past year.

Noteworthy.ie journalists Michelle Hennessey and Maria Delaney were named winners of the Journalism Excellence Award for their long-form series Tough Start, which investigated the challenges that children from the Traveller community face in healthcare, education and living conditions. Noteworthy.ie is a Journal Media project.

Hotel Doolin, in County Clare, was awarded the Corporate Impact Award

for their Green Team Project. As Ireland's only carbon-neutral hotel, the team has implemented innovative changes across all its operations, including weddings hosted in their custom-built Eco Barn.

The Digital Charity Lab took the top spot in the Digital Influence category for their work providing digital skills for non-profits, enabling them to shine a light on issues affecting people in Ireland and abroad.

AMPLIFYING THE MESSAGE:

Given the chance that the awards would need to be run online due to the pandemic, which makes securing media coverage more difficult, significant time and effort was spent working with PR experts – Brian Purcell and Leonie Corcoran – to ensure the profile of the awards and the Irish Red Cross would be amplified. A very successful PR campaign was designed and delivered, ensuring:

- ▶ The vision, mission and profile of the Irish Red Cross reached the widest possible audience in Ireland and abroad;
- ▶ Brand awareness of the awards

was increased, which will support attracting high quality entrants in 2022 and beyond.

Stories and photographs of the winners, Lifetime Achievement Award winner and shortlisted finalists featured in online, print and broadcast media across Ireland and abroad. Using the reporting tool of Coverage Book, the estimated audience for online coverage was calculated as an impressive 22.6m online in addition to the national print placement in the following titles:

- ▶ Irish Independent – circulation of 83,900
- ▶ Irish Times - 58,131
- ▶ Irish Examiner - 25,419
- ▶ Irish Daily Mirror - 20,220
- ▶ Irish Daily Star - 44,234
- ▶ Irish Daily Mail - 30,428
- ▶ Irish Sun - 52,126
- ▶ The Herald - 28,940

In addition, there was significant regional press coverage which has a very high reach and engagement by local communities around Ireland. Online coverage resulted in 3.19k engagements generated via the media coverage alone.

MEMBERSHIP



One special family in Dundalk showcases the power of female volunteering, with nearly 80 years of service to the Irish Red Cross between a mother, daughter and aunt. Chloe Comiskey has been with the organisation as a volunteer for 17 years, having joined the Dundalk branch as a Youth Volunteer when she was just 12 years old. Her mother, Carol Comiskey, has been with the Irish Red Cross in Dundalk for over 30 years and Chloe's aunt, Amanda Carroll, has been a volunteer for 32 years.



79

Irish Red Cross branches



2,570

active members

NATIONAL TRAINING

The Irish Red Cross trains individuals or groups in the skills necessary to recognise and provide first aid training for injuries and sudden illness until medical personnel arrive and take over.

PHECC:

The 2021 CPGs (Clinical Practice Guidelines) were published in November 2021

Recognised Institution (RI) to PHECC in July 2021 was submitted

NATIONAL COURSES FOR MEMBERS:

3 Winter EMT course took place in Kilbehenny, Limerick and Dublin training a total of 38 students.

An EFR course took place from August to December 2021 with 22 participants. The exams for these were in: Dublin, Limerick and Kilbehenny.

BRANCHES:

295 courses were registered by the branches

COMMERCIAL TRAINING

- ▶ First Aid Courses: 343
- ▶ First Aid Talks: 8
- ▶ People trained in First Aid: 2,786
- ▶ People trained in Cardiac First Responder (CFR): 1,777 (including CFR & FAR courses)

COMMENTS ON COMMERCIAL TRAINING FEEDBACK FORMS

"Extremely informative and after doing the course I have realised how important it is to know first aid as it could save someone's life some day."

"It was an excellent course."

"Great training course, which was due to the presentation and demonstration skills of the Instructor. Having such a competent, skilled person who has experienced most/all situations in the real world makes all the difference."

"Lots of interaction. Good practical examples. Real life experience from instructor."

INTERNATIONAL



A LOOK BACK AT A YEAR OF RESILIENCE AMIDST ADVERSITY

2021 has been dominated by crises around the globe – the deepening humanitarian crises in Ethiopia and Afghanistan, new variants of Covid-19 and post-earthquake recovery in Haiti, to name but a few. The year lived up to the predictions of high humanitarian need as the pandemic continued around the world combined with the impact of crises faced by communities affected by climate change, emergencies, political instability and conflict.

During this year, a report titled *‘The Compound impact of extreme weather events and COVID-19’*, published by the International Federation of the Red Cross and Red Crescent (IFRC) showed that climate-related disasters affected the lives of at least 139 million people and killed more than 17,000 since the pandemic began. A further estimated 658 million vulnerable people have been exposed to situations of extreme temperatures. This has led to increased food insecurity for many and health systems being pushed to their limits.

The situation is similar for communities impacted by emerging, ongoing and recurrent conflicts and hostilities. Human suffering from conflicts has surged in the last two decades and sadly, the pandemic did not interrupt this trend. The number of conflicts around the world is rising and they are becoming more complex due to more parties being involved directly in conflicts and more actors engaging in the background as allies, partners and proxies. Syria marked a somber

anniversary in March and entered its 11th year of conflict. Protracted conflict in Yemen continued to leave millions of people in dire need of humanitarian assistance.

Against this backdrop of rising need, the Irish Red Cross continued to provide support to its colleagues in local National Societies, the IFRC, and the International Committee of the Red Cross (ICRC) as they responded to multiple crises throughout the year.

In early 2021, Covid-19 surged across South Asia setting global records and leaving local health systems straining to meet the demand for healthcare. By May, India was recording the world’s highest rate of daily Covid-19 cases of over 300,000 new infections every day. Funding provided by the Irish Red Cross through a public appeal and corporate donations continued to support the Indian Red Cross Society Covid-19 prevention and response operation.

Human suffering from conflicts has surged in the last two decades and sadly, the pandemic did not interrupt this trend.

Red Cross volunteers reached millions of people with important public health information, hygiene demonstrations and awareness raising activities.

Irish Red Cross also supported the work of Nepal Red Cross who were assisting national authorities to manage a spike in Covid-19 cases in April 2021 by scaling up their existing Covid-19 plan to help meet both public health and secondary humanitarian needs. The support provided by the Irish Red Cross included arranging the transportation of oxygen concentrators under the EU’s Civil Protection Mechanism with the help of local Red Cross volunteers in Dublin.

At an international level, IFRC has been working with local Red Cross and Red Crescent societies to support in their role of providing trusted information in a way that is relevant to communities (e.g. through local media or local volunteer networks). This has included delivering information about Covid-19 and how it spreads, as well as about the vaccines and how they protect communities from severe forms of the virus. In some locations, Red Cross/Crescent societies have also been actively addressing misinformation to ensure that it does not spread and undermine public health measures.

In addition to addressing information needs, the IFRC and ICRC joined other international organisations like the UN to campaign for greater vaccine equity for low income countries.



Against this backdrop of rising need, the Irish Red Cross continued to provide support to its colleagues in local National Societies, the IFRC, and the International Committee of the Red Cross (ICRC) as they responded to multiple crises throughout the year.

Our colleagues worked throughout the year to call for greater vaccine supplies to be provided through the COVAX facility, along with additional funding to ensure the vaccine could be distributed to hard-to-reach communities such as refugees and people living in areas controlled by armed groups.

While Covid-19 dominated large parts of the work supported by Irish Red Cross, we also continued to provide funding to programmes addressing broader needs (e.g. helping to build livelihood opportunities) in partner countries (Indonesia, Nepal and

Syria) and to humanitarian responses including in Somalia, Sudan, Yemen, Lebanon and Haiti.

Overall, around 64,609 people directly benefited from Irish Red Cross programmes and assistance in 2021. Additionally, the Irish Red Cross contributed €293,000 in emergency funding benefiting thousands more individuals and families.

2022 will see similar efforts to contain the pandemic and alleviate its impact, particularly in places with low vaccination rates and

SAVING LIVES AT SEA

During the year 2021 some 1,691 migrants have been recorded as having died or gone missing trying to cross the Mediterranean. In July 2021, the Red Cross entered into a partnership with SOS MEDITERRANEE (SOS MED) to save lives in the Central Mediterranean on board the rescue ship Ocean Viking. Red Cross teams focus on providing essential humanitarian services such as food, items of basic needs, and health services to the rescued people. From July 2021 to the year-end, the Ocean Viking rescued 557 people in distress, including 167 children.

poor health systems. The Irish Red Cross will continue to work with partner National Societies and our international colleagues at IFRC and ICRC as we collectively seek to alleviate human suffering in the face of unprecedented humanitarian needs.

DEADLY SPIKE IN HUNGER AND CHILD MALNUTRITION

Yemen entered 2021 at high risk of descending into a deeper crisis. The past number of years have seen a spike in the number of Yemenis – adults and children – suffering from hunger. Seven years of conflict has exhausted Yemenis and transformed the country into the world's largest humanitarian crisis.

As the conflict prolongs so too does the severity of acute food insecurity which continues to worsen at an alarming rate.

Although malnutrition existed in Yemen in the past decades, the current situation is aggravated by escalating conflict, economic collapse, soaring food prices, a broken health system, restrictions on imports, loss of employment opportunities, displacement and the impact of the global Covid-19 pandemic. Most Yemenis survive on one meal per day.

"We receive many cases of people suffering from malnutrition. People are in difficult circumstances, they have no jobs, their income is low, can barely provide for their

families, so they don't have the means to get medical treatment" says Mai Abdul Rahman, a nurse in the nutrition department at Kapota Health Centre in Aden.

It's estimated 20 million people can't find or afford enough food in Yemen today, with 4.7 million children and women acutely malnourished.

Among the immediate causes of malnutrition, poor food consumption, both in quantity and in quality, plays a major role. Two-thirds of Yemeni households cannot afford a sufficient diet, while less than 50% of children have a satisfying level of minimum dietary diversity. The cost of living has also skyrocketed since the conflict began. The price of a food basket (rice, lentils, milk, flour, beans, cooking oil, sugar, salt) has increased by 150% alone.

Ali, a 45-year-old father of three who is living in a temporary situation in Taiz and is unable to find a job because he is considered too old to work tells us "My family relies on charity to eat. Food baskets are our only way to satisfy basic food needs".

It's estimated 20 million people can't find or afford enough food in Yemen today, with 4.7 million children and women acutely malnourished.



2,500

food parcels were distributed helping secure the food needs of **12,500** Yemenis for at least one month.

Ali's story is far from unique and too many families are suffering every day.

Throughout 2021, the Red Cross ramped up its efforts in the face of this looming disaster and continued to support the screening and treatment of moderately malnourished children with Ready-to-Use Supplementary Food. At least 12,500 people from vulnerable communities across Yemen benefited from distributions of food parcels with support provided by the Irish Red Cross.

In addition, we also support mothers of young children for in-house, small scale self-consumption oriented food production, such as gardening activities, to improve the diversity of diet and prevent both acute and chronic malnutrition.



ICRC

ARB01TR/AMM18/12122

Qty	Item
5 Kg	White Sugar
4.55 Kg	Sunflower
200 Gr x 15	Tomato Paste
500 Gr	Tea
1 Kg	Salt

Gross Weight : 15.400 Kg
Expiry Date : 02/2020
Batch No : 222218

الكمية	الوصف
5 كغ	سكر أبيض
4.55 كغ	زيت عباد الشمس
200 غرام x 15	معجون الطماطم
500 غرام	شاي
1 كغ	ملح

الوزن الإجمالي : 15.400 كغ
تاريخ الانتهاء : 02/2020
الرقم التسلسلي : 222218



ICRC

FAMILY FOOD PARCELS, DONATION OF THE ICRC

مساعدات غذائية - غير مخصصة للبيع
Humanitarian Aid - Not For Sale



ICRC

تقدمة اللجنة
Committee of the Red Cross

مساعدات إنسانية
Humanitarian Aid - Not For Sale

THE CRISIS IN SYRIA: A DEVASTATING DECADE OF MOUNTING HUMANITARIAN NEEDS

For more than 10 years, the Syrian population has endured untold loss, suffering and endless destruction. The numbers exemplify the stark reality of what life is like for people in Syria right now.

In general, the impact of sanctions imposed on Syria has had a devastating effect on the wellbeing and food security of Syrians, with the cost of basic food items rising sharply. The humanitarian crisis is worse now than ever before with record numbers of parents struggling to feed their children.

Across the country, a staggering 6 million people live in severe poverty, while 12.8 million have a hard time trying to put sufficient food on the table, an increase of 3.4 million compared to 2020.

The pandemic has further accelerated the economic downturn by reducing sparse income-generating opportunities in a context where 50% of the work-age population is now estimated to be unemployed with 300,000 having lost their jobs since the beginning of the Covid-19 pandemic in March 2020.



SINCE THE CONFLICT BEGAN:

**13.4
MILLION**

Syrians need some form of humanitarian relief

**6.5
MILLION**

women, men and children have been displaced inside Syria

**ANOTHER
5.6 MILLION**

Syrians have fled, seeking refuge in neighbouring countries and beyond

**2
MILLION**

children cannot go to school

**IN THE LAST
10 YEARS**

73 Red Crescent volunteers have lost their lives while in the line of duty

It is now more than ever that Syrians need safe access to humanitarian aid. Yet the reality is that access restrictions and constraints remain a huge challenge for all humanitarian actors.

THE CRITICAL ROLE OF THE RED CROSS RED CRESCENT RESPONSE

Inside Syria, the Syrian Arab Red Crescent and the support it provides is an essential lifeline for millions of people across Syria. With the support from across the International Red Cross and Red Crescent Movement, Red Crescent volunteers are delivering more than 60% of aid across Syria. Without them, this humanitarian catastrophe would have been much worse.

Since 2012, the Irish Red Cross alone has mobilised a total of €600,000 to support the Red Cross Movement actions in response to the humanitarian needs on the ground. This includes the provision of one ambulance, relief distribution of food parcels, winterization kits, dignity kits and livelihood support. The Irish Red Cross to date has reached nearly 30,000 Syrians with life-saving assistance.

As Syria enters its second decade of a relentless crisis, the Irish Red Cross continues to provide life-saving and other essential services, while at the same time aiming to increase the longer-term coping capacities and resilience of the Syrian people and decrease their aid dependency.

During 2021, 100 people (40% females, 60% males and 97% returnees) were provided with vocational training covering a wide range of economic activities considering local needs and economic opportunities. Tools and equipment were also provided to support them to initiate their economic activity. The project not only has an impact in improving the skills and assets of the project participants, but also shows positive signs in terms of increasing their self-confidence, promoting cooperation and expanding their social network within the community.

BASSAM'S STORY

"My new profession helped me stand on my feet again and overcome living under these difficult circumstances". This is how Bassam, aged 35, described his joy with his new work.

Bassam came to Lattakia governorate in 2012, he was forced to flee from his area in Daraa governorate due to the poor conditions there. A family hosted him in a house where he lived with his wife and his four children.

"After settling with my family, I started to adapt to the new conditions," said Bassam. "I worked as a daily worker, I also used to provide the assistance to the people of the neighborhood, in return for a wage that helps me to cover the needs of my children and provide the necessary medicine for my sick wife."

"Then I read the advertisement for vocational training implemented by the Syrian Arab Red Crescent," he

said. "I applied for the plumbing training and I cannot describe the feeling of joy when I found out that I had been accepted for training as I desperately needed for a such support to be able to stand on my feet again."

Bassam completed his two-month training and obtained a professional toolkit that allows him to practice his activity on his own. "The experience I got from this training enabled me to work and contributed to achieve a good source of income for me and my family. Today all the residents of the neighborhood call me to do their home repairs," he said.

Bassam thanked the Red Crescent volunteers for following up on the trainees and providing them with advice, also he thanked the donors for their support, which helped the beneficiaries return to their normal lives again.



The Irish Red Cross continues to provide life-saving and other essential services, while aiming to increase the longer-term coping capacities and resilience.



FOCUS ON HAITI: THE EARTHQUAKE

On the morning of August 14th, 2021, a 7.2 magnitude earthquake hit Haiti. It was followed by two aftershocks causing severe damage especially to infrastructure in the south of the country, including hospitals, schools, bridges and roads. Thousands of people lost their homes and more than 12,200 people were injured. The consequences of the earthquake compounded by political instability, food insecurity and rising Covid-19 infections, exacerbated vulnerabilities and hampered humanitarian efforts.

In the wake of the earthquake, the Haitian Red Cross responded immediately and was on the ground assisting the affected population. They initially concentrated their efforts on ambulance services, as well as search and rescue. Critical, life-saving support such as emergency shelter and basic

household items, emergency health and care, including psychosocial support was also being provided.

WATER-BORNE DISEASES

Preventing the spread of water-borne diseases through access to safe water and hygiene promotion was at the core of the earthquake response. In responding to water and hygiene needs, the Red Cross distributed water and hygiene kits to earthquake affected families. Red Cross teams were providing clean water to more than 8,000 people a day.

In time following the earthquake, approximately 4,000 people were reached with hygiene promotion activities to help prevent the outbreak of diseases.

VECTOR-BORNE DISEASES

There was also an increased risk of vector-borne diseases, as well as respiratory transmission diseases such as Covid-19. This is the result of a combination of displacement, poor shelter options and lack of adequate access to safe water.

To support the affected community, the Red Cross promoted public health measures, including protection measures against Covid-19, to mitigate the risk of outbreaks.

In Park Larco, one of the areas in the south of Haiti that was most affected by the earthquake, community member 55-year-old Rosette Loiseua stands in front of her makeshift shelter, made of tarpaulins and blankets. "I am a mother of five and since the earthquake struck, I have been trying to rebuild our life but it is very difficult. The support that the Red Cross is providing is so important to me and for the whole community in this area. We need it".





VIVIEN'S STORY: A CAREER IN HUMANITARIAN HEALTHCARE

Originally from Loughrea in Galway, Vivien Lusted always dreamt of being a nurse and working overseas.

Her life changed when she got her first humanitarian position with Concern, working in primary healthcare in Cambodia. "Since I was young, I've always been interested in other countries and cultures. I read a lot of books and this sparked a desire to go overseas. I wanted to help others."

"In my naivety I thought it would be easy, but I learnt that wanting to help is not enough; you have to invest your heart and soul in your work – and the life it brings with it."

After three years in Cambodia, Vivien began working with the Irish Red Cross and was seconded to the ICRC for a mission in Somalia.

In her career with the Red Cross, spanning nearly two decades, Vivien has worked as an overseas delegate in countries such as Somalia, Sudan, Israel, Nigeria, Sri Lanka, Liberia, Myanmar and Iraq to name but a few.

WHEN WAR BREAKS OUT, EVERYTHING CRUMBLES

As a nurse working in conflict zones Vivien has seen first-hand how conflict decimates health systems. "The nature of conflict has changed, but unfortunately

it's still having the same results – it's still people who suffer at the end.

"Conflict sets the clock back to zero. Some countries make improvements in their health care systems, but then the minute war breaks out, everything crumbles."

NOTHING IS SIMPLE

In Iraq, Vivien worked as a nurse in temporary detention centres in Mosul, during the war. Providing healthcare for detainees in this setting was challenging but Vivien was determined to find a way to help. "Nothing is ever simple. But for me personally, I always aim to turn things that are difficult into a challenge. It just gives you that motivation to want to find answers," she said.

"Our end goal is always to help that person in need."

INEQUALITIES ARE WIDENING

Vivien's current role as a health programme manager based in Bangkok, Thailand has seen her responding through the Covid-19 pandemic. For Vivien the pandemic highlighted persistent health



inequalities that exist in conflict-affected countries.

"Right now we are trying to understand what's happened since COVID hit so we're focusing on understanding the impact on communities and what they need from us."

"In Cambodia I'm following up with our teams there and with the authorities on health care in the prisons as well as what support is needed during COVID. In Thailand, I'm assessing the situation in the north of the country, finding out the health needs of displaced people," she said.

A GREATER UNDERSTANDING

Experiencing the global pandemic while working in Africa and South East Asia and supporting vulnerable communities has given Vivien a different perspective.

"I think it's difficult for people who haven't lived through conflict to imagine it. But perhaps living through Covid gives people back home a glimpse into what it can be like to experience that: one moment, life is

normal, and then suddenly you can't go out, can't see your family and friends, can't go to work," she explained.

"Maybe we're feeling a little bit of what other people feel when conflict changes everything. When the schools are gone, the infrastructure, the water, where you get your food, how you live – your income – all gone."

PEOPLE WHO CARE CAN MAKE A DIFFERENCE

When Vivien goes home to Galway city, people sometimes ask her if she finds her work depressing. "Not at all."

"There is a lot of goodness in the world. Despite all the war and conflict that I've seen, I know there are people like my colleagues who care and who want to achieve something. Of course, there are always frustrations in this work; when you see there's a problem and you want to help but maybe because of circumstances or security you can't," she said.

"But for me personally, I always aim to turn things that are difficult into a challenge. It might not be easy. It might not happen today. But it will."

In May 2021, Vivien Lusted was awarded an honorary doctorate by Dublin College University (DCU) in recognition of her outstanding contribution to the nursing profession overseas.

In accepting the award, Vivien who has been working for the Red Cross for more than 15 years shared "in the years overseas, I have lived and worked in 18 countries and while I have probably used up all of my nine lives, I still believe and am committed to the Red Cross Movement and what it can achieve. Whether at home or abroad, we all are and can make a difference".



MANGALA'S STORY:

A DREAM FULFILLED IN NEPAL

Mangala Devi Pun, aged 53, lives in Myagdi District, Western Nepal, with her husband and three children. Born with a visual impairment, as the years went on Mangala's eyesight deteriorated and she is now blind. Mangala and her family have always struggled to earn enough money to support the whole family

"Everyday I lived in fear who would come knocking our door to repay our debts," Mangala recalled. "I couldn't work and my husband's earnings as

a labourer was barely enough to feed the family. We borrowed money from almost everyone in this village. I felt humiliated having to ask for money. My children had to leave school because we couldn't afford their fees."

Mangala's life changed in 2020 when she participated in a health camp organised by the Red Cross for people with disabilities. The programme, which was aimed at improving the lives of persons with disabilities, firstly looked to improve their access to healthcare-related services and improved the inclusion of persons with impairments through the provision of technical aids and assistive devices.

FEWER LIVELIHOOD OPPORTUNITIES

We know people with disabilities have fewer livelihood opportunities. This project, together with our partners, delivers tailored training to equip participants with vocational skills and financial support is

provided to people with disabilities wishing to earn a living.

Currently 54 people with disabilities have received assistance from the Irish Red Cross in starting up their new livelihoods. When the Red Cross organised training on goat farming, Mangala signed up straight away.

EMPOWERING TRAINING

Mangala said the training was empowering and reinforced her ability to gain economic independence. "I'm enjoying myself because I now can earn some money."

Mangala now has six goats and is able to generate her own income from her home. The extra income Mangala is earning helps the family to pay back their loans.

"It is my hope that one day I will be able to pay off all our debt and develop savings."

"Now my life is a lot better that I can work and earn a living," she said.



64,609

people directly
benefited from
Irish Red Cross
programmes and
assistance in 2021







13

countries received
financial and
technical support
by the Irish Red
Cross in 2021



FINANCIALS



STATEMENT OF FINANCIAL ACTIVITIES

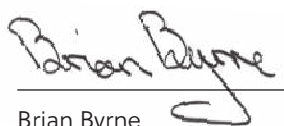
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021 INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	NOTES	RESTRICTED FUNDS 2021 €'000	UNRESTRICTED FUNDS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
INCOME & ENDOWMENTS FROM					
▶ Donations & Legacies	3 (a)	2,745	3,874	6,619	7,051
▶ Charitable Activities	3 (b)	2	395	397	861
▶ Other Trading Activities	3 (c)	–	482	482	323
▶ Investments	3 (d)	–	5	5	9
▶ Other	3 (e)	–	121	121	118
TOTAL INCOME & ENDOWMENTS	3	2,747	4,877	7,624	8,362
EXPENDITURE ON					
▶ Raising Funds	4	–	1,842	1,842	1,575
▶ Charitable Activities	5	2,483	2,949	5,432	6,102
TOTAL EXPENDITURE		2,483	4,791	7,274	7,677
NET INCOMING RESOURCES FOR THE YEAR	15	264	86	350	685
TRANSFER BETWEEN FUNDS	14	(563)	563	–	–
NET MOVEMENT IN FUNDS		(299)	649	350	685
RECONCILIATION OF FUNDS TOTAL FUNDS BROUGHT FORWARD	14	1,105	8,675	9,780	9,095
TOTAL FUNDS CARRIED FORWARD		806	9,324	10,130	9,780

All the activities relate to continuing activities. There are no recognised gains and losses other than as stated above. The financial statements were reviewed by the Board of Directors and approved on 9 July 2022.
On behalf of the Board of Directors



Pat Carey
Chair



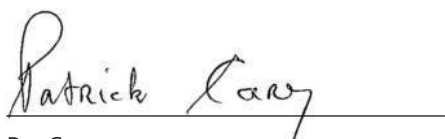
Brian Byrne
National Treasurer

STATEMENT OF FINANCIAL POSITION

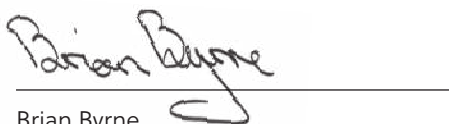
AS AT 31 DECEMBER 2021

	NOTES	2021 €'000	2020 €'000
FIXED ASSETS			
Tangible Fixed Assets	7	6,193	6,253
		6,193	6,253
CURRENT ASSETS			
Stocks	8	86	95
Receivables: amounts falling due within one year	9	205	500
Cash and Cash Equivalents	10	4,703	3,877
		4,994	4,472
CURRENT LIABILITIES			
Payables: amounts falling due within one year	11	(872)	(735)
		4,122	3,737
TOTAL ASSETS LESS CURRENT LIABILITIES		10,315	9,990
PAYABLES: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR	12	(185)	(210)
TOTAL NET ASSETS		10,130	9,780
FUNDS:			
Represented by			
Restricted Funds	14	806	1,105
Unrestricted Funds	14	7,502	7,063
Designated Funds	14	1,822	1,612
TOTAL FUNDS		10,130	9,780

The financial statements were reviewed and approved by the Board of Directors on 9 July 2022.
On behalf of the Board of Directors



Pat Carey
Chair



Brian Byrne
National Treasurer

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2021

	NOTES	2021 €'000	2020 €'000
NET CASH INFLOW FROM OPERATING ACTIVITIES		1,583	1,304
CAPITAL EXPENDITURE AND RELATED GRANTS:			
Payment to Acquire Fixed Assets	7	(588)	(951)
Receipts from Sale of Fixed Assets		10	34
NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES			
Loans Received in Year		–	150
Loans (Repaid) in Year		(179)	(56)
INCREASE IN CASH		826	481
RECONCILIATION OF NET CASH FLOW			
Increase in Cash		826	481
Bank Balances at Beginning of Year		3,877	3,396
CASH AND CASH EQUIVALENTS	10	4,703	3,877
RECONCILIATION OF NET INCOMING/ (OUTGOING) RESOURCES TO CASH INFLOW FROM OPERATING ACTIVITIES			
Net Incoming Resources		350	685
Depreciation	7	594	581
Decrease in Stocks		9	18
Decrease/(Increase) in Receivables		295	(7)
Increase/(Decrease) in Payables		291	(36)
Loss on Disposal of Fixed Assets		44	63
NET CASH INFLOW FROM OPERATING ACTIVITIES		1,583	1,304

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES

The principal accounting policies of the Irish Red Cross Society, which are outlined below, have been applied consistently throughout the current and prior year:

(A) BASIS OF ACCOUNTING

The financial statements have been prepared on a going concern basis with reference to the recommendations of the revised Statement of Recommended Practice (SORP), Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102).

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the society's accounting policies as outlined below.

The Irish Red Cross is a public benefit entity. There are no material uncertainties about the charity's ability to continue in operation for the foreseeable future. The financial statements have been prepared on a going concern basis. Following the Boards review of the Irish Red Cross Society's financial results for the 2021 financial reporting period, the Board's review of the current financial position of the Society and the Board approved forecasts and budgets, the Board unanimously believe that the Society has sufficient resources to fulfil its operational objectives for the foreseeable future. The Board believe there are sufficient resources to manage anticipated operational and financial obligations and any potential commitments.

The following principal accounting policies have been applied:

(B) INCOMING RESOURCES AND ENDOWMENTS

Income is analysed as restricted, unrestricted or designated.

Restricted funds represent income recognised in the financial statements which is subject to specific conditions imposed by the donors or grant making institutions.

Unrestricted funds represent amounts which are expendable at the discretion of the Society, in furtherance of the objectives of the charity. Such funds may be held in order to finance working capital or capital expenditure.

Designated funds are set aside for specific purposes. They include funds for use by the Areas and Branches at the sole discretion of the Board.

► Income from legacies

Income from legacies is accounted for when receipt is probable, and is recognised in full in the financial statements in the period in which probate is granted and where the amount can be reliably ascertained.

► Subscriptions / Donations

In general subscriptions and donations are recognised on a cash receipts basis when the money is lodged in the bank.

► Royalties

Income from royalties is recognised when its receipt is probable and the amount can be measured reliably. Royalties from the exploitation of intellectual property rights are accrued in accordance with the substance of the relevant agreement.

► Bank Interest

Bank interest receivable is accounted for on an accruals basis.

► Grant Income

Grant income is recognised in full once entitlement, certainty and measurement are met.

► Commercial Training

Income from Commercial Training activities is recognised as earned i.e. when related training services are provided.

► Donated Goods

Income from donated goods is included at fair value, unless it is impractical to measure this value reliably. Motor vehicles donated for use by, and now

owned by, the Society are recognised in the Society's financial statements as income and the equivalent amount capitalised on the balance sheet.

This is in line with the Statement of Recommended Practice, Accounting and Reporting by Charities.

► Donated Services

Donated services are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts. Resources received from non-exchange transactions for which the entity has benefited include Volunteer services.

► Deferred Income

Deferred income represents receipts in the current year for services to be provided in the future.

► Tax Efficient Giving

Income tax rebates on donations received is recognised on notification from Revenue Commissioners of the confirmation of the amount and when there is certainty of receipt.

(C) RESOURCES EXPENDED AND BASIS OF ALLOCATION OF COST

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is recorded as part of the expenditure to which it relates. The cost of raising funds comprised the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

Expenditure on charitable activities are those costs incurred by the charity in the delivery of its services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity. They include the costs of subscriptions related to membership of the

(C) RESOURCES EXPENDED AND BASIS OF ALLOCATION OF COST (CONTINUED)

International Red Cross and Red Crescent Movement, as well as the costs of trustee meetings and internal and external audits.

Where costs cannot be directly attributed, they have been allocated based on the proportion of direct costs incurred.

Expenditure on overseas programmes is recognised as charitable expenditure in the month it is incurred in Ireland.

There is a 7% administration charge applied on restricted funds received over €5,000. This relates only to the funds received by the central support office. The 7% administration charge is not applicable to restricted funds raised by Areas and Branches due to the voluntary management of these funds.

(D) TANGIBLE FIXED ASSETS

All tangible fixed assets are initially recorded at historic cost. Capital Expenditure in excess of €1,000 is capitalised and depreciated over its useful economic life. Expenditure less than this amount is charged to the Statement of Financial Activities.

Properties are stated at original cost where purchased. Donations or Gifts of properties are valued at open market value at the date of donation.

Fixed assets donated for use by, and now owned by, the Society are currently recognised in the Society's financial statements as income and the equivalent amount capitalised on the Statement of Financial Position. This is in line with the Statement of Recommended Practice, Accounting and Reporting by Charities.

The carrying value of tangible fixed assets is reviewed annually for impairment if events or changes in circumstances indicate the carrying value may not be recoverable.

Depreciation is provided on tangible fixed assets with the exception of land, so as to write off the cost less estimated residual value of each asset over its expected useful economic life on the basis below at the following annual rates:

- Freehold and Leasehold premises: 2% Straight Line
- Ambulance, sea rescue & equipment: 6% - 10% Straight Line
- Fixtures, fittings & equipment :

10% Straight Line

- Computer equipment: 20% Straight Line

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Financial Activities.

(E) RECEIVABLES

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

(F) OPERATING LEASES: LESSEE

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis.

(G) STOCKS

Stocks are stated at the lower of cost and net realisable value. Provision is made for obsolete, slowmoving or defective stock where appropriate.

(H) PAYABLES

Short term payables are measured at the transaction price.

(I) FOREIGN CURRENCIES

Foreign currency transactions are translated at the rates ruling at the date of the transaction. Monetary assets and liabilities arising in foreign currencies have been retranslated at the rates ruling at the balance sheet date. Exchange differences have been included in the statement of financial activity for the year.

(J) 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.

(K) DEFERRED INCOME

Deferred Income relates to course sales made in the year that relate to courses due to take place in the following year.

(L) FINANCIAL INSTRUMENTS

The Society 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.

(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 so accrued at the Balance Sheet date.

(N) PENSIONS

The Irish Red Cross Society operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations.

The contributions are recognised as an expense in the Statement of Financial Activity when they fall due.

Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the Irish Red Cross Society in independently administered funds.

(O) TAXATION

No charge to current or deferred tax arises as the Irish Red Cross Society has been granted charitable status.

(P) VALUE ADDED TAX

Irrecoverable value added tax is allocated to the category of expenditure to which it relates.

(Q) PROVISIONS

Provisions are recognised when the Irish Red Cross Society has a legal or constructive financial obligation, that can be reliably estimated and for which there is an expectation that payment will be made.

(R) RESERVES POLICY

The reserves policy aims to ensure our work is protected from the risk of disruption at short notice due to the lack of funds, whilst at the same time ensuring we do not retain income for longer than required.

The policy is reviewed periodically to ensure that the reserve level reflects changes in the risk environment. The Board of Directors agreed the minimum reserves level should be three to six months of total expenditure.

2. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The directors do not consider there to be any critical accounting estimates and judgements.

3. INCOME AND ENDOWMENTS FROM

	NOTES	RESTRICTED FUNDS 2021 €'000	UNRESTRICTED FUNDS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Donations and legacies	3 (a)	2,745	3,874	6,619	7,051
Charitable activities	3 (b)	2	395	397	861
Other Trading Activities	3 (c)	–	482	482	323
Investments	3 (d)	–	5	5	9
All other sources of income	3 (e)	–	121	121	118
TOTAL		2,747	4,877	7,624	8,362

3 (a) DONATIONS AND LEGACIES

	NOTES	RESTRICTED FUNDS 2021 €'000	UNRESTRICTED FUNDS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Regular Giving		2	707	709	763
Public Appeals and Events		787	1,096	1,883	2,401
Tax Efficient Giving		–	294	294	174
Legacies		–	201	201	474
Donations in Kind		569	160	729	667
Corporates, Major Donors and Trusts		5	428	433	609
Grant Income	3 (a)(i)	1,382	988	2,370	1,963
TOTAL		2,745	3,874	6,619	7,051

3 (a) (i) GRANT INCOME

UNRESTRICTED GRANT INCOME :		TOTAL 2021 €'000	TOTAL 2020 €'000
GRANTING AUTHORITY			
Department of Defence	Contribution to the Administration costs of Head Office	845	835
Health Service Executive	Covid 19 Emergency	37	5
Leargas Youth Platform Project	Covid 19 Emergency	6	–
Various County Councils	Various Projects	5	16
Department of Rural and Community Development	Community and Voluntary Sector Covid-19 Stability Funding	–	200
Pobal Stability Fund Grant	Stability Fund	90	–
Inter Agency Emergency Management Project	Various Projects	5	–
TOTAL UNRESTRICTED GRANT INCOME		988	1,056

3 (a) (i) GRANT INCOME (CONTINUED)

RESTRICTED GRANT INCOME :		TOTAL 2021 €'000	TOTAL 2020 €'000
GRANTING AUTHORITY			
Department of Defence	Grant for ICRC Funding	130	130
Department of Children, Equality, Disability, Integration and Youth	▶ Administration of the IRPP	276	378
	▶ Staff Secondment	53	–
Irish Prison Service	Prison Programme	282	200
Department of Social Protection	FEAD	62	–
Department of Enterprise, Trade and Employment	Flood Relief	193	–
British RC	PRISM Project	10	–
Department of Rural and Community Development	▶ Funding for Replacement Ambulances	–	96
	▶ Community Support Vehicle	43	–
County Council	▶ Various Projects	26	44
	▶ Development of Glen of Imaal base	165	–
	▶ Purchase of Boat and Van	26	–
	▶ Purchase of Boat	42	–
Health Service Executive	▶ First Aid & Emergency Treatment (vehicle)	–	3
	▶ Care for Senior Citizens	2	–
	▶ Covid 19 Emergency Fund	10	–
	▶ Funding for Aquarius Patient Monitors	10	–
	▶ New Community Support Vehicle	10	–
	▶ Running Costs – Community Specific	1	–
National Lottery	Casualty Care	4	–
Department of Transport, Tourism and Sport	Coastal Inshore Mountain and Cave Grant	–	27
SSE Airtricity	Jackets/Dry Suits and Repairs to Boats and Engines	–	12
Forum	IRC Clonbur for Courses	–	12
Coast Guard	Repairs to Boats/Boathouses/Equipment & Engines	37	5
		1,382	907
TOTAL GRANT FUNDING		2,370	1,963

3 (b) CHARITABLE ACTIVITIES

	RESTRICTED FUNDS 2021 €'000	UNRESTRICTED FUNDS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Training	–	36	36	41
Membership Fees	–	2	2	28
Ambulance Duties	2	326	328	208
Community Support Services	–	–	–	8
Sundry	–	31	31	576
TOTAL	2	395	397	861

3 (c) OTHER TRADING ACTIVITIES

	RESTRICTED FUNDS 2021 €'000	UNRESTRICTED FUNDS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Products and Manuals	–	–	–	2
Medical and First Aid Services	–	103	103	103
Training	–	379	379	218
TOTAL	–	482	482	323

All income from trading activities relates to third party activities.

3 (d) INVESTMENTS

	RESTRICTED FUNDS 2021 €'000	UNRESTRICTED FUNDS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Rental Income	–	5	5	9
TOTAL	–	5	5	9

Income included in investment income comprises bank interest received and receivable together with rental income received and receivable. Rental income relates to the letting of properties on an informal basis.

3 (e) ALL OTHER SOURCES OF INCOME

	RESTRICTED FUNDS 2021 €'000	UNRESTRICTED FUNDS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Royalties Income	–	121	121	118
TOTAL	–	121	121	118

Royalties comprise income earned from the works of French writer Joseph Kessel. His wife bequeathed the royalty rights from his books to the Irish Red Cross Society.

4. EXPENDITURE ON RAISING FUNDS

	DIRECT COSTS 2021 €'000	SUPPORT COSTS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Voluntary Income	961	290	1,251	1,071
Trading Activities	454	137	591	504
TOTAL	1,415	427	1,842	1,575

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	NOTES	DIRECT COSTS 2021 €'000	SUPPORT COSTS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Emergency Response and Recovery	5 (a)	2,016	608	2,624	3,249
Resilience	5 (b)	1,657	500	2,157	2,226
Health and Social Care		466	141	607	564
Other - Loss on Disposal of Fixed Assets		44	–	44	63
TOTAL		4,183	1,249	5,432	6,102

5 (a) EMERGENCY RESPONSE AND RECOVERY

	DIRECT COSTS 2021 €'000	SUPPORT COSTS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
Domestic Emergency	817	247	1,064	2,132
Refugee Resettlement	366	110	476	785
International Project Expenditure	833	251	1,084	332
TOTAL	2,016	608	2,624	3,249

5 (b) RESILIENCE

	DIRECT COSTS 2021 €'000	SUPPORT COSTS 2021 €'000	TOTAL 2021 €'000	TOTAL 2020 €'000
<u>IRELAND</u>				
Training	504	152	656	595
Membership & Volunteer Development	120	36	156	118
Youth Programmes	63	19	82	65
Unit Management	410	124	534	599
Branch Operational Costs	560	169	729	849
TOTAL	1,657	500	2,157	2,226

5 (c) GOVERNANCE COSTS

Governance costs contained within support costs include the following:

	TOTAL 2021 €'000	TOTAL 2020 €'000
External Audit	62	62
Internal Audit	12	–
Subscriptions to ICRC & IFRC	271	415
Staff Costs	270	246
Other Governance Costs	67	85
TOTAL	682	808

5 (d) SUPPORT COSTS

Support costs include the following:

	TOTAL 2021 €'000	TOTAL 2020 €'000
IT	152	155
Building Management Services	113	125
Finance & Communications Function	618	597
Depreciation	111	111
TOTAL	994	988

6. EMPLOYEES AND STAFF COSTS

NUMBER OF EMPLOYEES	2021 No.	2020 No.
Fundraising	9	7
Finance	10	10
Services & Commercial	29	28
International Services	2	2
Governance	2	2
Utilities	1	1
Communications	1	2
International Delegates	1	1
Migration Department	6	8
TOTAL	61	61

6 (a) TOTAL STAFF COSTS

	2021 €'000	2020 €'000
Wages & Salaries	2,199	2,178
Social Welfare Costs	227	236
Pension Costs	128	109
TOTAL	2,554	2,523

6 (b) SENIOR STAFF REMUNERATION

Employee numbers by annual remuneration band (excluding pension contributions) were:

	2021 No.	2020 No.
Band: €90,001 - €100,000	1	1
Band: €80,001 - €90,000	–	–
Band: €70,001 - €80,000	4	4
TOTAL	5	5

The Board of Directors approve salary scales for all staff.

6 (c) KEY MANAGEMENT REMUNERATION

Key management personnel include senior management and received remuneration of €338,000 (2020: €327,000) in the year. The cost of employer pension contributions for key management in 2021 was €29,000 (2020: €22,000).

6 (d) STAFF EMOLUMENTS AND DIRECTOR'S EXPENSES

The average number of volunteers working for the Irish Red Cross Society during the year was as follows:

	2021 No.	2020 No.
National Services	2,570	2,700
TOTAL	2,570	2,700

DIRECTORS' EXPENSES

	2021 €'000	2020 €'000
Expenses Incurred by Directors and Reimbursed by the Irish Red Cross Society	–	1
Directors' Indemnity Insurance Cover Cost	7	5
TOTAL	7	6

	2021 No.	2020 No.
Number of directors receiving expenses	10	12

The Irish Red Cross Society relies substantially on voluntary services provided by its members across the country. It is not possible to quantify, in monetary terms, the value of these services to the Irish Red Cross Society. Directors' expenses are for travel, meetings and accommodation costs incurred. None of the directors received any remuneration during the year (2020: €NIL).

7. TANGIBLE FIXED ASSETS

	FREEHOLD/ LEASEHOLD PREMISES AND LAND €'000	AMBULANCES SEA RESCUE AND EQUIPMENT €'000	MINI BUSES €'000	FIXTURES, FITTINGS AND EQUIPMENT €'000	COMPUTER EQUIPMENT €'000	TOTAL €'000
COSTS						
At 1 January 2021	4,053	7,209	468	611	762	13,103
Additions	147	246	181	10	4	588
Disposals	–	(160)	–	–	–	(160)
At 31 December 2021	4,200	7,295	649	621	766	13,531
DEPRECIATION						
At 1 January 2021	888	4,401	300	540	721	6,850
Charge for the Year	81	433	35	20	25	594
On Disposals	–	(107)	–	–	–	(107)
At 31 December 2021	969	4,727	335	560	746	7,338
NET BOOK VALUE						
At 31 December 2021	3,231	2,568	315	61	20	6,193
At 31 December 2020	3,165	2,808	168	71	41	6,253

The Society's properties are included at historical cost. A property was bequeathed to the Society on condition that ownership is retained for 25 years. This condition will be fulfilled in 4 years time. The Society's properties include national, regional and training centre offices. Included in freehold/leasehold premises and land above are parts of properties which are sublet. As the fair value of that portion of the properties cannot be measured reliably without undue cost or effort, the entire properties have been included within tangible assets above.

8. STOCKS

	2021 €'000	2020 €'000
Uniforms	69	79
Manuals	17	16
TOTAL	86	95

There are no material differences between the replacement cost of stock and balance sheet amounts.

9. RECEIVABLES: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 €'000	2020 €'000
Trade Receivables	51	41
Amounts owed to related party (note 19)	14	11
Prepayments	140	448
TOTAL	205	500

10. CASH & CASH EQUIVALENTS

	2021 €'000	2020 €'000
Cash at Bank and On Hand	4,701	3,875
Prize Bonds	2	2
TOTAL	4,703	3,877

Prize bonds have a maturity of less than 90 days.

11. PAYABLES: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 €'000	2020 €'000
Trade Payables	129	35
Accruals	528	418
Other Payables	69	54
Deferred Income (Note 11(i))	106	34
Bank Loans (Note 13)	40	194
TOTAL	872	735

11 (i) DEFERRED INCOME:

	2021 €'000	2020 €'000
Opening Balance	34	28
Amounts Received	637	376
Amounts Released	(565)	(370)
TOTAL	106	34

Included within other payables is an amount for PAYE/PRSI of €62,000 (2020: €53,000). The repayment of trade payables vary between on demand and 90 days. No interest is payable on trade payables. The terms of accruals are based on the underlying contracts. Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand. All deferred income as at 31 December 2021 relates to amounts received in advance of entitlement in respect of training courses.

12. PAYABLES: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR

	NOTE	2021 €'000	2020 €'000
Bank Loans	13	181	206
Other Payables		4	4
TOTAL		185	210

13. BANK LOANS

CURRENT	2021 €'000	2020 €'000
Bank Loans	40	194
TOTAL	40	194
NON-CURRENT	€'000	€'000
Bank Loans due 2-5 Years	160	160
Bank Loans due > 5 years	21	46
TOTAL	181	206

► There is a loan secured over a first legal mortgage/charge over the leasehold interest in the property at Unit 4, Killerisk Business Park, Tralee Co Kerry registered in the name of the Irish Red Cross which is carried in the Balance Sheet at €110,943 (2020: €113,409) at the financial year end date. The current APR applying to this loan is 5.65% and the term is 10 years to be repaid by the 28th June 2027.

► There is a loan secured over a first legal mortgage/charge over the leasehold interest in the property at Unit 11, Tracklands Business Park, Ennis Co Clare registered in the name of the Irish Red Cross which is carried in the Balance Sheet at €277,348 (2020: €283,348) at the financial year end date. The current interest rate applying to this loan is 4.81% and the term is 12 years. This loan will be repaid by the 19th April 2030.

► There is an unsecured loan drawdown in 2019 and used to part finance the purchase of a building at Liosban Industrial Estate, Galway. It is registered in the name of the Irish Red Cross and is carried in the balance sheet at €149,809 (2020: €153,098) at the financial year end date. The current interest rate applying to this loan is 4.95% and the term is 8 years. This loan will be repaid by 2027.

14. MOVEMENT IN FUNDS

	AT START OF YEAR 2021 €'000	INCOMING RESOURCE 2021 €'000	OUTGOING RESOURCE 2021 €'000	TRANSFERS BETWEEN FUNDS €'000	AT END OF YEAR 2021 €'000
Restricted Funds	1,105	2,747	(2,483)	(563)	806
Unrestricted Funds	7,063	4,029	(3,846)	256	7,502
Designated Funds	1,612	848	(945)	307	1,822
TOTAL	9,780	7,624	(7,274)	–	10,130

The Board decided that unrestricted funds in Area and Branch bank accounts should be designated for use in the areas and branches. A designated fund is used to maintain the royalties earned from the works of French writer Joseph Kessel who bequeathed the royalty rights of his books to the Irish Red Cross Society. The fund is used for capital expenditure projects.

Transfers from restricted funds and designated funds to unrestricted funds include a number of fixed asset purchases which are for the general use of the Society. The balance of the designated fund represents the bank accounts which are designated by the Board for use at area and branch level. Government grants included within restricted income in the year are transferred from restricted funds to unrestricted funds where the grants relate to expenses already incurred and funded through unrestricted funds.

14 (a) ANALYSIS OF NET ASSETS

	RESTRICTED FUNDS 2021 €'000	UNRESTRICTED FUNDS 2021 €'000	DESIGNATED FUNDS 2021 €'000	AT END OF YEAR 2021 €'000	AT END OF YEAR 2020 €'000
Tangible Fixed Assets	–	6,193	–	6,193	6,253
Current Assets	806	2,366	1,822	4,994	4,472
Creditors: Amounts falling due within one year	–	(872)	–	(872)	(735)
Creditors: Amounts falling due after one year	–	(185)	–	(185)	(210)
TOTAL	806	7,502	1,822	10,130	9,780

14 (b) ANALYSIS OF RESTRICTED FUNDS

	NOTES	RESTRICTED FUNDS 2021 €'000	RESTRICTED FUNDS 2020 €'000
Gaza		30	6
Indonesia Emergency		71	71
International Response Fund		23	15
Cyclone Idai		–	14
Migration Crisis		–	4
Nepal	(i)	38	108
Pakistan		–	3
Sierra Leone		–	2
Somalia		–	4
Southern Africa		7	6
Sudan		–	4
Syria		16	113
Yemen		152	129
Canon H&SC Fund		3	9
Carers Courses & Alarms for the Aged		–	1
Floods Fund		34	34
Restricted Funds in Area & Branches	(ii)	207	222
Lebanon		–	63
Covid 19 Fund		110	195
IFRC Project Funding		–	102
Covid 19 Global		5	–
International Development Fund		89	–
Afghanistan		21	–
TOTAL		806	1,105

(i) The roll out and implementation of recovery programming in Nepal will continue until 2022.

(ii) These are projects of a capital and operational nature in our branches.

14 (b) ANALYSIS OF RESTRICTED FUNDS – CONTINUED

RESTRICTED FUNDS IN AREA & BRANCHES	2021 €'000	2020 €'000
Split of Projects:		
Ambulance/Motor Vehicles	10	47
Ambulance Equipment	63	107
Health & Social	31	10
Buildings	19	2
Training	70	44
Youth	14	12
TOTAL	207	222

15. NET (OUTGOING) / INCOMING RESOURCES FOR THE YEAR

NET (OUTGOING) /INCOMING RESOURCES FOR THE YEAR IS STATED AFTER CHARGING / (CREDITING):	2021 €'000	2020 €'000
Depreciation of tangible fixed assets	594	581
Loss on disposal of tangible fixed assets	44	63
Auditors' remuneration	62	62

As explained in Note 6, members of the board of directors do not receive remuneration for their services as directors. While the Society is a charity and does not incur corporation tax, it does remit significant payroll taxes and incurs significant costs in irrecoverable VAT.

16. TAXATION

The Society, charity number CHY3950, is exempt from taxation on Income under Section 207 Taxes Consolidation Act 1997, as it is for charitable purposes.

17. COMMITMENTS**(a) Capital Commitments**

At 31 December 2021, the Society had not entered into contracts for the construction or purchase of properties (2020: €Nil).

(b) Operating Lease Commitments

At 31 December 2021 annual commitments under operating leases were as follows:

	PROPERTY €'000	2021 €'000	2020 €'000
Within one year	1	1	4
In two to five years	1	1	1
After five years	11	11	11
TOTAL	13	13	16

The Irish Red Cross Society has a number of properties which it sub-leases, where there is no formal lease agreement in place. Therefore the above analysis is an estimate of such leases.

18. RETIREMENT BENEFIT OBLIGATIONS

The company operates a defined contribution scheme for employees. The pension entitlements of employees are administered separately by a pension fund. The defined contribution pension charge for the financial year was €127,743 (2020 - €109,422). The amount outstanding at the financial year end was €NIL (2020 - €NIL).

19. RELATED PARTY TRANSACTIONS

The nature of the Irish Red Cross Society's activities means that it has connections to a number of organisations. However, none of these relationships have the ability to exercise influence or control over the activities of the Irish Red Cross Society. During the period, the Irish Red Cross Society provided income received from the Department of Defence to the International Committee of the Red Cross (ICRC) of €130,000 (2020: €130,000). The ICRC, together with the National Societies and the International Federation of the Red Cross, make up the International Red Cross and Red Crescent Movement. The ICRC reimbursed salaries totalling €44,000 to the Society during the year (2020: €42,000) and the salaries relate to delegates in the field. There is an amount due to the Society at year-end of €13,505 (2020: €10,500). During the year, the Irish Red Cross Society reimbursed expenses to Director's amounting to €330 (2020: €631).

20. POST BALANCE SHEET EVENTS

On 24 February 2022, following a comprehensive invasion of Ukraine Europe's fastest growing refugee crisis, since World War II, occurred with more than seven million Ukrainians fleeing the country and a third of the population displaced.

Immediately the Irish Red Cross began to receive donations to help and we formally launched the Ukraine crisis appeal. The response has been incredible with €37m raised, at the time of writing. €10.2m has already been transferred to the Red Cross internationally. Further transfers will be made as required, but funds will also be retained to help Ukrainians in Ireland and for the future Livelihoods programmes in Ukraine when that becomes possible.

This volume and value of donations has not been seen since the Asian Tsunami of 2004.

In addition to countries bordering Ukraine the impact of the crisis is also affecting countries beyond the immediate neighbouring states. By the end of May approximately 30,000 refugees had arrived in Ireland.

The Irish Red Cross has been assisting authorities in welcoming and supporting Ukrainian refugees as they arrive. Through our branches, Irish Red Cross volunteers are meeting with refugees at airports and seaports offering food, clothing and personal hygiene items. In addition to providing information and psychosocial first aid transport to accommodation is also available.

Our Register of pledges, which has been used previously to help other refugees find accommodation, was reactivated and 20,000 pledges were received in a very short space of time. In co-operation with the Department of Children, Equality, Disability, Integration and Youth the Irish Red Cross has assessed these pledges for suitability and started the process of matching them to refugees.

21. CONTINGENT LIABILITIES

At 31 December 2021, the Society did not have any contingent liabilities (2020: €Nil).

22. FINANCIAL INSTRUMENTS

FINANCIAL ASSETS	2021 €'000	2020 €'000
Financial Assets that are measured at amortised cost	4,768	3,929
TOTAL	4,768	3,929
FINANCIAL LIABILITIES	2021 €'000	2020 €'000
Financial Liabilities measured at amortised cost	419	489
TOTAL	419	489

Financial assets measured at amortised cost comprise of cash at bank and in hand, trade receivables repayable within one year and amounts due from related parties.

Financial liabilities measured at amortised cost comprise of trade payables, other payables and bank loans.

23. APPROVAL OF SIGNING OF THE FINANCIAL STATEMENTS

The financial statements were approved for signing and authorised for issue by the Board on 9 July 2022.







Crois Dhearg na hÉireann
Irish **Red Cross**