



Crois Dhearg na hÉireann
Irish Red Cross

Irish Red Cross Annual Report 2024

Responding to Global Crises



Trusted and Ready to Act



Empowering Communities





Supporting communities in Ireland
read more on page 26

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Who We Are and What We Do

We are Ireland's humanitarian response network, ready when we're needed most.

Our job is simple but vital: we prepare for emergencies, respond when they happen, and stay to support recovery long after the headlines fade.

At home and around the world, we stand with people in crisis. Whether it's a flood, a fire, or the heartbreak of displacement, we're there—offering practical help, comfort, and hope.

From promoting health and wellbeing to supporting migrants and displaced families, we're here to help people rebuild - with dignity, with compassion, and with the strength of a community that cares.



» Volunteers carry out welfare checks in hardest hit areas of county Galway to check on the vulnerable.

Our Vision

To be the leading humanitarian organisation in a world where people's essential humanitarian needs are provided for.

Our Mission

To provide humanitarian assistance, at home and abroad, to those most in need and inspire policy and attitudinal change.

Read about trauma support and mental health supports for Ukrainians in Ireland on page 33



Read about livelihoods support for communities in Nepal on page 40

» On the previous page: Individuals and families attend a mental health fair hosted by the Irish Red Cross in Letterkenny to support Ukrainians living under temporary protection in Ireland.

» On the left: International Manager, AnnaMarie visited families in Nepal to see the impact of our Livelihoods programme, supporting recovery in the aftermath of the 2015 earthquake.

Our Core Values

Everything we do at the Irish Red Cross is shaped by the Seven Fundamental Principles of the global Red Cross and Red Crescent Movement.

These Principles are at the heart of everything we do—from the way we respond in emergencies to the way we treat each other every day.

Humanity

We act to ease suffering and offer care when it's needed most.

Impartiality

We support people based on need alone, always putting the most vulnerable first.

Neutrality

We don't take sides. Staying neutral helps us reach people in all kinds of situations.

Independence

We work alongside the state but stay free from outside influence so we can stick to our humanitarian mission.

Voluntary Service

We're powered by volunteers and staff who are driven by a shared desire to help others—not personal gain.

Unity

We're one Red Cross in Ireland, open to everyone, and committed to reflecting the communities we serve.

Universality

We're part of a worldwide Movement, working together across borders to support people everywhere.

We are part of the world's largest humanitarian Movement

The Irish Red Cross is part of the International Red Cross and Red Crescent Movement—a global humanitarian network made up of 191 National Societies, the International Committee of the Red Cross (ICRC), and the International Federation of Red Cross and Red Crescent Societies (IFRC).

Together, we form the world's largest humanitarian Movement, with over 16 million volunteers, members, and staff working in nearly every country. Each part of the Movement is independent, but we're united by the same goal: to help people in crisis—wherever they are, and whoever they are.

National Societies, like the Irish Red Cross, support people before, during, and after emergencies. We work alongside public authorities in our own countries and provide vital services like disaster relief, health support, and help for people affected by conflict.

Our Movement is guided by seven shared principles, including humanity, impartiality, and neutrality. These values help us stay focused on what matters most: protecting lives and restoring dignity in times of need.

191

National Societies

16m

Volunteers, members
and staff globally



+C
IFRC

+C
COMITE INTERNATIONAL
GENEVE
ICRC

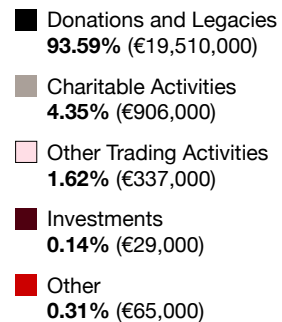
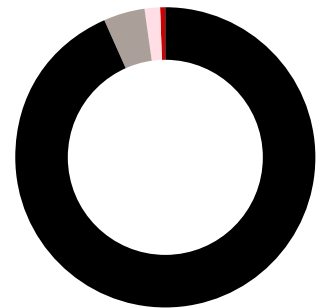
National Societies
+ Irish Red Cross

Where We Work

In 2024, the Irish Red Cross provided life-saving relief and unwavering support in 11 countries.

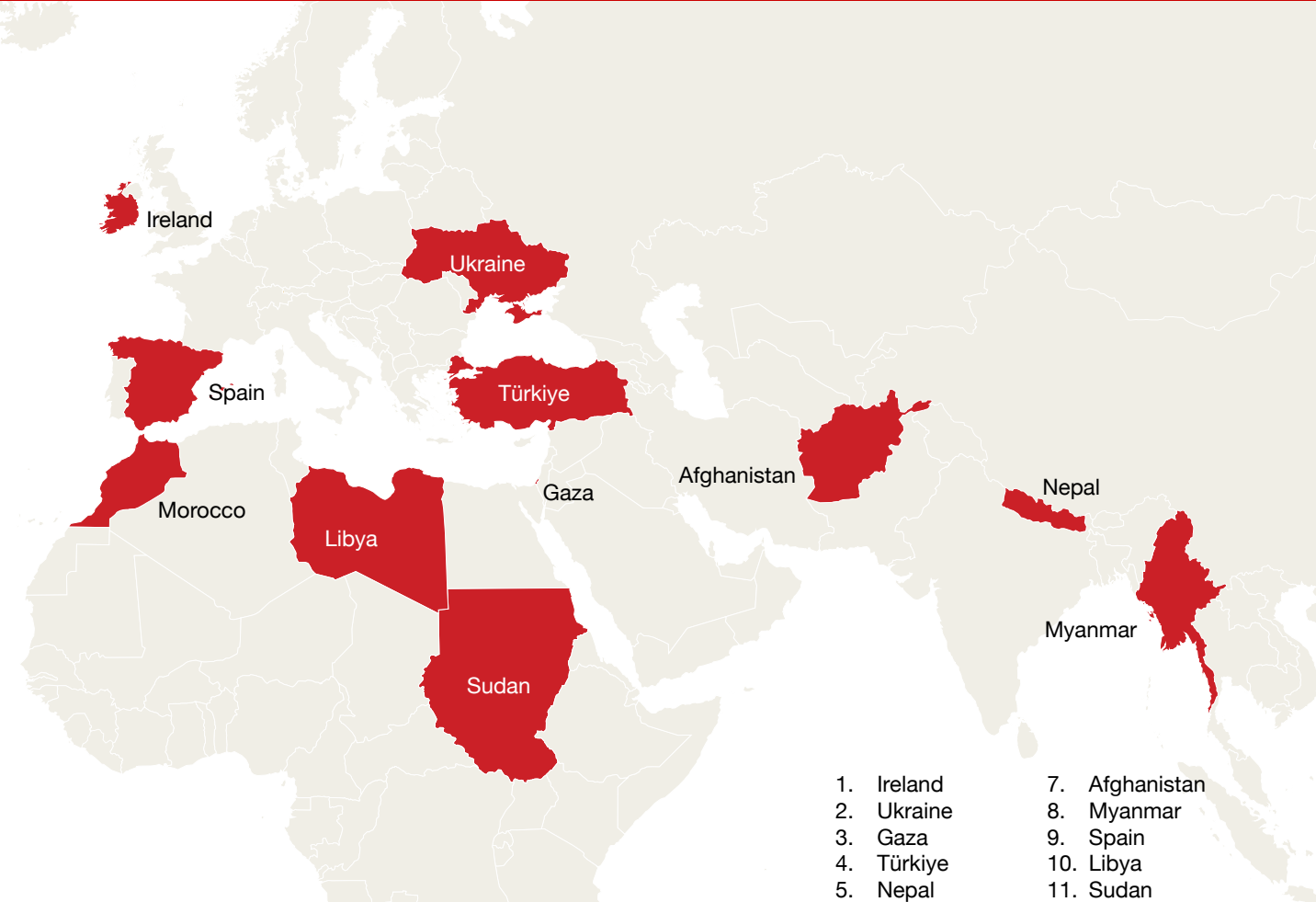
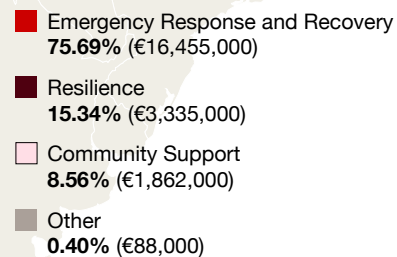
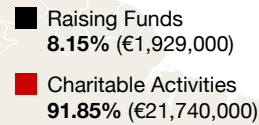
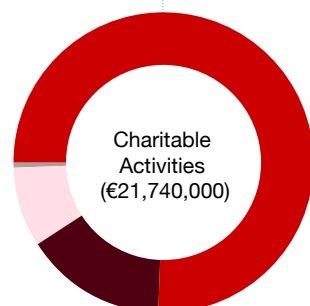
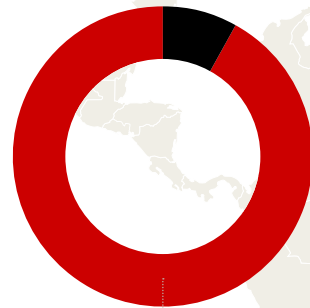
Income and Endowments

Total €20,847,000



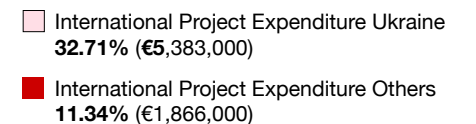
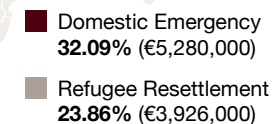
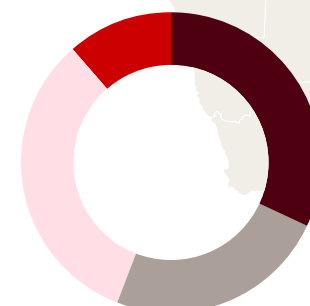
Expenditure

Total €23,669,000



Expenditure on Emergency Response and Recovery

Total €16,455,000



Message from the Chair of the Board Pat Carey

Retired May 2025



» Pat Carey
Chair of the Board

As I write this final message in my role as Chair of the Board, I do so with immense pride, deep gratitude, and unwavering optimism for the future of the Irish Red Cross.

Over the past ten years—three full terms—I have had the honour of witnessing not only remarkable global change, but also the evolution of our organisation in response to it. From the Syrian refugee crisis and the devastation of earthquakes in Nepal, Türkiye, Syria, Morocco and Myanmar, to catastrophic flooding in Pakistan and Libya, conflict in Ukraine and Gaza, and the life-altering impact of the Covid-19 pandemic, the humanitarian needs have never been greater. And yet, the Irish Red Cross has consistently stepped up, guided by compassion, professionalism, and a profound commitment to our principles.

Of all these responses, I am especially proud of the way we mobilised to support people affected by the conflict in Ukraine. Our response was swift, strategic, and sustained—both at home and abroad—and it showcased the best of what our Movement stands for. Here in Ireland, our support to the Creeslough community following the 2022 tragedy, our assistance to those impacted by severe weather in places like Midleton, and our ongoing welcome for those fleeing violence and persecution speak to the strength and spirit of our people.

Throughout my tenure, the volunteers, staff, and supporters of the Irish Red Cross have been the beating heart of everything we do. Their unwavering commitment continues to inspire me.

I have also been privileged to work alongside dedicated colleagues on the Board, whose guidance and governance have been instrumental in helping the organisation navigate both challenge and change.

As I step down, I do so knowing that the Irish Red Cross is in strong hands, with a bold new strategy and a clear sense of purpose for the years ahead. Our organisation is growing, transforming, and preparing to meet the evolving needs of a complex world—and I could not be more confident in its future.

Thank you for the trust you have placed in me over the past decade. It has been the greatest privilege of my career to serve this remarkable organisation.

Pat Carey
Chair of the Board
Irish Red Cross

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Throughout my tenure, the volunteers, staff, and supporters of the Irish Red Cross have been the beating heart of everything we do

Pat Carey | Chair of the Board



» Irish Red Cross volunteers work together to support local communities.

Message from the Secretary General Deirdre Garvey



» Deirdre Garvey
Secretary General

“

Over nine months, we met with hundreds of volunteers, members, and staff to listen deeply and shape our Strategy for 2025–2030.

Deirdre Garvey | Secretary General

As we reflect on 2024, we do so with both gratitude and a renewed sense of purpose.

This has been a year of profound humanitarian need, continued solidarity, and important transformation for the Irish Red Cross.

At the outset, I want to express my heartfelt thanks to Pat Carey, whose decade of leadership as Chair of the Board has left an enduring legacy. Pat has guided the Irish Red Cross through ten years of extraordinary global change—with wisdom, steadiness, and compassion. From major international crises to our work here in communities across Ireland, Pat's commitment to our mission has never wavered. It has been a privilege to work alongside him.

This year brought two particularly powerful moments for me. The first was my visit to Ukraine, where I witnessed the impact of our long-term support to the Ukrainian Red Cross. Thanks to the generosity of the Irish public and Government, we've been able to go beyond immediate emergency relief to strengthen local branches, support mental health initiatives, and help communities sustain vital services in the midst of war. The second was our participation in the global Red Cross and Red Crescent conference in Geneva. There, I saw the true power of our Movement to convene governments, National Societies, and humanitarians in defence of shared principles—and to promote, respect, and uphold International Humanitarian Law.

Though 2024 brought no new emergency appeals, the ongoing needs were no less urgent. In Gaza, as the crisis deepened, we supported a vital humanitarian operation with the Irish Government to bring seriously ill children to Ireland for medical treatment. The first group of children and their

carers arrived in December—a poignant moment of compassion and care.

Elsewhere, we continued to provide support to people enduring some of the world's most challenging environments, including Libya, Morocco, Turkey, Syria, Sudan and others. Through sustained funding, we contributed to humanitarian relief and long-term recovery efforts.

Here in Ireland, our Migration Services team continued to respond to the evolving needs of displaced people—from those arriving from Ukraine to others fleeing conflict around the world. We coordinated host accommodation, restored family links, and offered wraparound supports. We were proud to participate in the EU's Safe Homes project, which recognised Ireland's host accommodation programme as the largest in Europe—a testament to the generosity of Irish communities.

Our work would not be possible without the nearly 4,000 volunteers who give their time and talents across: Community Support, First Aid and Units, and Youth. From responding to emergencies to mentoring young people, their contribution is truly the heart of our mission. Behind them, our expanding staff team continues to bring their skills and care to every part of the organisation.

2024 was also a year of reflection and planning. Over nine months, we met with hundreds of volunteers, members, and staff to listen deeply and shape our Strategy for 2025–2030. This new strategy will guide us through the next chapter of our journey—strengthening our role in emergency and disaster response, expanding our health and well-being work, and ensuring we remain a vital support for displaced and migrant people. We are also investing in our internal strength, building an organisation that empowers volunteers to grow, lead, and thrive.

Financially, we continued to manage significant multi-year funds raised in previous appeals, while implementing core programme development. We remain financially stable and future focused and the financial results for the year can be read in detail in this report. They paint a picture of an organisation that has significantly expanded, and that is ever more relevant and needed in Ireland as well as internationally. It is important to note that whilst the financial results show an overall deficit of €3.274 million for the year, we stress that this is a technicality arising from how and when we report income received. This recorded deficit for 2024 arises solely in our Restricted Funds but all of this is already fully funded as a result of the incredible response of the Irish people to our Ukraine appeal in 2022 when €42m was raised, reported on and only partially spent then. Due to the duration of the conflict and its impact, the complete expenditure of these funds is happening according to a plan that runs from 2022 through 2026. It appears in 2024 in our accounts as a deficit. A better and ultimately more accurate appreciation of our financial result for 2024 can be seen in the fact that our unrestricted income for the year saw a surplus of €617,000. This is being reinvested to implement a digital and operational transformation programme in parallel with the new strategy.

As we look ahead to 2025, we do so with clarity and confidence. Our task is to deepen our impact in communities across Ireland, grow our visibility and reputation, and continue to stand with people who need us—wherever they are.

To all of you—our volunteers, members, staff, donors, and partners—thank you for your continued trust and support. Together, we move forward with focus, compassion, and resolve.

Deirdre Garvey
Secretary General
Irish Red Cross

Ráiteas an Chathaoirligh agus an Ard-Runaí

Mar a scríobhaim an teachtaireacht dheiridh seo i mo ról mar Chathaoirleach an Bhoird, déanaim é le bród, le buíochas agus le dóchas don todhchaí d'Crois Dhearg na hÉireann.

Le deich mbliana anuas bhí an t-onóir agam a bheith i mo fhinné ar athrú domhanda mór agus ar fhás ár n-eagraíochta mar fhreagairt air. Ó ghéarchéim na ndéanaithe Siria go dtí tuilte sa Phacastáin agus sa Libia, an choimhlint san Úcráin agus i nGaza, agus tionchar Covid-19, sheasamar i gcónaí le trócaire agus gairmiúlacht.

Táim go háirithe bródúil as an gcaoi ar fhreagair muid don choimhlint san Úcráin—go tapa, go straitéiseach agus go buan. Anseo in Éirinn, léirigh ár dtacaíocht do Chreeslough, do phobail bhualite ag drochaimsir, agus d'fháilte roimh theifigh an neart agus an spiorad atá ionainn.

» Dedicated Irish Red Cross volunteers provide first aid at Electric Picnic.

Is iad ár n-oibrithe deonacha, ár bhfoireann agus ár dtacaítheoirí croí na heagraíochta seo. Bhí an phribhléid agam a bheith ag obair leo, agus le mo chomhghleacaithe ar an mBord, a thug treoir agus tacaíocht thar na blianta.

Agus mé ag éirí as, tá muinín agam go bhfuil Crois Dhearg na hÉireann i lámha láidre, le straitéis uailmhianach agus todhchaí geal romhainn.

Go raibh maith agaibh as an muinín a léirigh sibh ionam. Ba phribhléid mhór dom freastal ar an eagraíocht iontach seo.

Pat Carey
Chathaoirligh



Ag machnamh ar 2024, déanaimid amhlaidh le buíochas agus le fócas nua ar ár gcuspóir. Bliain í seo de riachtanais dhaonnúla móra, de chomhtháthú leanúnach agus de thiontú tábhachtach do Chrois Dhearg na hÉireann.

Gabhaim buíochas ó chroí le Pat Carey, a threoraigh an Bord le deich mbliana agus a d'fhág oidhreacht bhuan de cheannaireacht agus trócaire.

Bhí dhá nóiméad fíorthábhachtacha agam i mbliana. Ar dtús, mo chuairt ar an Úcráin, áit ar chonaic mé tionchar ár dtacaíocht fhadtéarmach—ó thacaíocht do brainseanna áitiúla go tionscnaimh meabhairshláinte agus seirbhísí riachtanacha. Sa dara háit, ár rannpháirtíocht i gComhdháil Dhomhanda na Croise Dearga agus na Croithe i nGeneva, áit ar léirigh ár nGluaiseacht cumhacht na daonnúlachta agus an Dlí Daonnúil Idirnáisiúnta.

Cé nach raibh aon iarratais éigeandála nua ann, lean na riachtanais. I nGaza, thacaíomar le Rialtas na hÉireann chun páistí tinn a thabhairt go hÉirinn le haghaidh cóireála. Leanamar freisin ag tacú le tíortha eile faoi bhrú mór, lena n-áirítear Liobá, Maracó, Tuirc agus an tSúdáin.

In Éirinn, d'oibrigh ár bhfoireann Seirbhísí Inimisce le dídeanaithe ón Úcráin agus ó choinbhleachtaí eile, ag comhordú lóistín óstach, ag athbhunú teagmhálacha agus ag soláthar tacaíochtaí iomlána. Bhí muid bródúil as aitheantas AE don chlár lóistín is mó san Eoraip.

Ní bheadh seo indéanta gan ár mbeagnach 4,000 deonaithe a chuireann a gcuid ama agus fuinnimh ar fáil. Taobh thiar díobh, leanann ár bhfoireann tiomnaithe ag tacú leo.

Ó thaobh airgeadais de, bhí 2024 ina bhliain de chobhsaíocht agus de bhainistíocht chúramach. Léiríonn na cuntais easnamh iomlán de €3.274 milliún, ach tá sé seo le feiceáil go heisiach i gcistí teoranta. Tá na cistí seo maoinithe go hiomlán cheana féin a bhui leis an bhfreagra eisceachtúil ón bpobal a thug €42 milliún dár n-iarratas ar son na hÚcráine in 2022. Mar gheall ar fhad an choinbhleachta, tá an caiteachas á leathadh amach idir 2022 agus 2026, agus léiríonn figiúirí 2024 an t-amchlár sin. I gcodarsnacht leis sin, léiríonn ár n-ioncam neamhteoranta barrachas de €617,000, atá á ath-infheistiú i gclár trasdúcháin dhigiteach agus i gcur i bhfeidhm ár straitéise nua 2025–2030.

Agus muid ag féachaint romhainn, tá sé d'aidhm againn ár n-tionchar a mhéadú ar fud na hÉireann agus leanúint de bheith le daoine a bhfuil gá acu linn, cibé áit ina bhfuil siad.

Go raibh maith agaibh as bhur dtacaíocht leanúnach. Le chéile, leanann muid ar aghaidh le trócaire agus diombháilteacht.

Deirdre Garvey
Ard-Runaí

Closing One Chapter, Shaping The Next

2024 marked both the completion of our 2019–2024 strategy, Act Today, Shape Tomorrow, and the development of our next strategic direction for 2025–2030. It was a year of reflection, engagement, and renewal.

Looking Back: Act Today, Shape Tomorrow

Since 2019, our strategic direction has centred on Support, Readiness, Standards, Membership, and Sustainability. These themes guided our work through major global challenges like the COVID-19 pandemic and the war in Ukraine, helping us adapt, grow, and strengthen our humanitarian impact.

This strategy strengthened our volunteer supports, scaled up our emergency readiness, and deepened our engagement with communities and public services. It leaves us with strong foundations for the future.

» Ready to provide pre-hospital medical care at “Live at the Docklands” music festival.



A Nationwide Conversation

To shape our next strategy, we committed to a nine-month consultation process in 2024 - one of the most significant undertakings of the year. A Strategic Planning Project Team, comprising board and staff representatives and supported by external consultants, led a wide-ranging review of our mission, vision, and progress since 2019.

Between March and August, we engaged deeply with volunteers, members and stakeholders through surveys, branch visits, online meetings, and workshops. Over 493 members—more than 10% of our volunteer base—shared their views, alongside National Directors, board members, staff, donors, beneficiaries, and external stakeholders.

These insights shaped a clear picture of our strengths and challenges, what matters most to our people, and where we need to go next.

493

Members engaged in consultations

Strategy 2025– 2030: A New Vision

Our new strategy is built around five strategic objectives.

Each priority is framed by a preparedness–response–recovery approach, ensuring we act early, respond well, and help people recover fully.



Prepare



Response



Recovery

Volunteerism

Making it easier to volunteer and stay involved, with accessible opportunities and strong supports in every county.

Disasters & Emergencies

Empowering communities to prepare, respond, and recover with the right tools and coordination.

Health & Wellbeing

Delivering psychosocial and practical supports in emergencies and where humanitarian needs persist.

Displacement & Migration

Supporting people forced to migrate to meet their essential needs and rebuild their lives in Ireland.

Organisational Culture & Fitness

Strengthening governance, digital systems, and internal culture to boost impact and resilience.

Grounded in Who We Are

At the heart of the strategy is volunteerism, which defines our identity and approach. Surrounding that are our three strategic priorities for supporting communities, and one key enabler—our internal capacity to deliver.

This new strategy reflects the voices of our people and sets a bold direction for the years ahead. It is a shared vision for a stronger, more resilient Ireland—built on compassion, readiness, and the power of community.

Sustainability and Social Impact: Building Resilience through People and Action

At the heart of the Irish Red Cross is a commitment to sustainability—strengthening communities' preparedness and response to emergency and disaster, improving health and wellbeing outcomes for those in crisis and supporting people to rebuild their lives and recover. This work is made possible by our extraordinary volunteers, whose time, skills, and compassion drive meaningful change every day.

» Limerick branches provide first aid support at the Cappamore Agricultural Show, attended by more than 6,000 people.



Supporting the Fabric of Rural Life

Across Ireland, we provide vital community support and first aid response at local events of all kinds—from festivals and fun days to water sports, athletics, equestrian events, motorsport, cycling, and country shows. These gatherings are the lifeblood of communities, especially in more rural areas – they bring people together, fostering a sense of belonging, and creating lasting connections.

Crucially, many of these events simply couldn't go ahead without a trusted first aid presence. By being there, the Irish Red Cross enables people to connect, participate and feel safe. We don't just treat injuries – we help reduce social isolation and strengthen community ties. The prolonged isolation of the COVID-19 lockdowns reminded us all how essential those connections are – for wellbeing, resilience and community spirit.

Improving health and wellbeing, reducing pressure on the health system

We play a crucial role in easing pressure on Ireland's stretched healthcare system, delivering real benefits to individuals and society alike.

We build skills and confidence to empower people to respond and deliver first aid in their community, at work, at school, at play.

Our presence at sporting events, festivals, and large gatherings enables rapid pre-hospital care—allowing people to receive early intervention and urgent treatment onsite, often avoiding unnecessary trips to GPs or A&E departments.

We directly support the Health Service Executive (HSE) and the National Ambulance Service during times of need. Whether it's transporting patients to dialysis during severe weather or helping hospitals discharge patients during peak flu season to free up beds, our volunteers are there to ensure continuity of care and system resilience.

Working alongside government to provide solutions and supports

Thousands of Irish people have welcomed Ukrainians into their homes as participants in the Irish Red Cross pledged accommodation programme, which we established in 2015 in response to the Syrian refugee crisis. Many Irish hosts have become invaluable support networks, helping their guests in the transition to life in Ireland and guiding them to access essential supports and integrate into local communities. This value-for-money accommodation solution is a lifeline for many vulnerable people and plays a vital role in supporting the humanitarian response of the Irish government.

The mental health toll of conflict is huge. Hundreds of Ukrainians who fled to Ireland are receiving trauma therapies from the Irish Red Cross. This powerful intervention helps them process trauma, reframe memories and regain control of their mental health – reducing PTSD symptoms and supporting individuals to rebuild their lives. By learning practical techniques, clients are empowered to manage their wellbeing and support others facing similar challenges.

Many Irish hosts have become invaluable support networks, helping their guests in the transition to life in Ireland and guiding them to access essential supports and integrate into local communities.

Steps to environmental sustainability

In 2024, we took early steps in building our commitment to environmental sustainability. Our participation in the IFRC's climate workshop in June helped inform our direction as we begin to develop a plan to reduce our own carbon footprint and support communities to prepare for and respond to climate-related events. Our initial sustainability goals—focused on paper reduction, fleet management, and digital transformation—are currently in development. Looking ahead, we will finalise our Environmental Sustainability Policy in 2025, aligning our efforts with the IFRC Climate Action Roadmap, Ireland's National Adaptation Framework, the UN Sustainable Development Goals, EU policy, and other relevant frameworks. A dedicated manager will lead this work and embed accountability across the organisation.

Investing in More Capable Response Vehicles

In line with our focus on sustainability and preparedness, we've begun replacing older vehicles with more efficient and capable alternatives. In 2024, thanks to funding from the Government's CLÁR programmes (in 2023 and 2024) —which supports rural communities to thrive—we upgraded our fleet of first responder vehicles across Galway, Limerick, Tipperary, and Cork. This investment delivered nine new vehicles, significantly enhancing our disaster preparedness, emergency response, and health-related transport services in rural Ireland. These include five modern ambulances designed to improve patient comfort while reducing physical strain on our volunteer crews.

In Galway city, a new patient transport vehicle is now supporting the branch's vital patient transport service - operating up to three times a week to bring isolated and vulnerable individuals to essential medical appointments, including those outside the county. With this new vehicle, the service was enabled to expand to include wheelchair users.

Meanwhile, in Clonbur, the branch's emergency search and rescue team received a new rescue boat and 4x4 crew cab vehicle—enhancing their life-saving work on Lough Mask, Lough Corrib, and surrounding areas. The 22-member volunteer team is on call 365 days a year, responding to rescues, searches, and medical emergencies. Over the past decade, they have rescued more than 50 people and made countless critical interventions. The new boat allows access to very shallow waters and enables fast, safe recovery of casualties—making their mission safer and more effective.

Upskilling Ireland's future humanitarian leaders

We engage young people aged 4–25 in activities, events and humanitarian initiatives. Because they play such an essential role in shaping the future of the Irish Red Cross — and to empower them to drive change both locally in their communities and nationally — Irish Red Cross youth members are offered age-appropriate training sessions in everything from personal development and first aid to leadership skills and humanitarian education. This is more than first aid training — it's about developing a mindset of readiness, compassion and community leadership among our young people.

Training and skills that empower the nation

In 2024 we provided first aid training to 4,000 people, ranging from basic to the level of an emergency medical technician. Of our volunteers, 260 now have completed the highest level of training provided by the Irish Red Cross and are qualified to provide emergency medical care. With severe weather events on the rise, the skills of these volunteers are more in demand than ever.

We are committed to building stronger, more resilient communities—better prepared for climate-related challenges—while beginning our journey to reduce our carbon footprint. We work alongside the government to support people to recover from severe weather events like flooding and storms, and we provide practical support when the health system is overburdened.

Our work in first aid training supports the Government's Emergency Planning Working Group and EU preparedness protocols. By empowering communities with these skills, we are reducing health inequalities and helping to build a more resilient Ireland.

» National Director of Units Tony Lawlor is joined by branch members from Cork, Tipperary, Limerick and Galway to receive the keys to new vehicles, purchased with the support of government funding.



Aligning Our Strategy with the Sustainable Development Goals

The Irish Red Cross is committed to playing our part in progressing the United Nations Sustainable Development Goals (SDGs). Our five strategic objectives align with key global goals to build a more just, inclusive, and resilient world.

Strategic Objective	Volunteerism	Disaster & Emergencies	Health & Wellbeing	Displacement & Migration	Organisational Culture & Fitness
	Best practice, accessible, inclusive volunteering	Preparedness, response and recovery	Psychosocial and practical support where needed most	Supporting people forced to migrate	Digital transformation, sustainability, agility
Relevant SDGs	   	  	 	  	   
How We Contribute	- Strengthen communities through engaged, trained and supported volunteers (SDG 3 and 16) - Promote lifelong learning through First Aid and youth programmes (SDG 4) - Ensure our membership and volunteering reflects diversity and inclusion (SDG 10)	- Support for our volunteers so they are ready to provide First Aid and emergency care. (SDG 3) - Support affected communities with psychosocial and health services, access to clean water and sanitation (SDG 3 and 6) - Build community resilience to climate-related emergencies (SDG 13)	- Support people during crises with psychosocial and health services (SDG 3) - Address food insecurity in emergencies (SDG 2)	- Promote inclusion and integration for displaced people (SDG 10) - Support safe and welcoming communities through policy and practice (SDG 16) - Support people during crises with psychosocial and health services (SDG 3)	- Support our volunteers and staff with training, mental health supports and creating a great place to work. (SDG 3) - Reduce environmental footprint and develop emissions plan (SDG 13) - Demonstrate high standards of accountability and governance best practice (SDG 16) - Strengthen operational sustainability, partnerships and systems through innovation (SDG 17)

Our 2024 Performance

Towards a culture of clarity, purpose, and collective progress.

During 2024, we continued to build and strengthen our approach to performance management. Individual performance reviews are now a regular feature across the organisation, helping people to connect their work to our broader goals and values. A key focus this year was the development of our Strategy 2025–2030, shaped through extensive consultation. This process is helping people see how their contributions directly advance our humanitarian mission.

We are also embedding a stronger culture of monitoring, evaluation, and learning—starting with dedicated roles such as the new Monitoring and Evaluation lead for our migration programme. This mindset is increasingly being applied across all our programming, enabling us to better understand impact, adapt, learn, and grow.

- We set out 14 goals against our themes:
- Sustainability
- Standards
- Support
- Readiness
- Membership

Sustainability

We want to ensure that we have the finance, people and technology resources in place to enable us to achieve the ambitions set out in our strategy.

Goal 1	Increase fundraising and grant income
Progress	On Track
Key Achievements In 2024	• We increased our fundraising income by 13% against 2024 target and worked on the foundations for future growth, including the development of our new Fundraising Strategy to double our unrestricted funding over 5 years. We made improvements and expanded our corporate engagement over previous years, and our community fundraising programme took shape. In digital, we focused on testing and improvements of our online donation process. • We increased our grant funding in 2024. We established a grants programme to facilitate the strategic acquisition and management of grant-based project and programme funding. We also strengthened our relationships with key government departments, in line with our role as an auxiliary organisation to work alongside the state.

Goal 2	Manage Resources Effectively
Progress	On Track
Key Achievements In 2024	• Development of our 2025 – 2030 strategy which included a very intensive consultative process with members, staff and stakeholders. This is critically important as our guide for the coming years. • Finance transformation – a new finance system was identified and installed in preparation for going live in 2025. • Digital transformation – consultation, training and preparation for the second phase of our digital transformation after the finance system upgrade. • We efficiently handled an extraordinarily large volume of applications to the Emergency Humanitarian Flood scheme as a result of Storm Babet.

Sustainability (continued)

Goal 3	Build a People and Culture Focus
Progress	On Track
Key Achievements In 2024	• Our first employee engagement survey – demonstrated positive feelings towards internal communication, leadership and culture with some areas of focus identified for 2025. • Structured onboarding for all new joiners and training for staff in key areas including line management • Monthly all-staff meetings to keep the growing workforce informed of work across the organisation • We rolled out a new digital system HR system, HR Locker. • We refined and enhanced our internal newsletter for volunteers and staff – iNews, and published twelve editions.



» Red Cross volunteers from across Ireland work together to provide medical care at Ireland's largest music and arts festival, Electric Picnic.

Support

We want to design and implement better supports for our beneficiaries and members. We want our stakeholders to have the best possible experience of the Irish Red Cross so that they see us as a positive organisation that they are part of, which is making a difference to people's lives and strengthening communities.

Goal 4	Strengthen support for members at branch and area level
Progress	On Track
Key Achievements In 2024	• We ensured a significant 12% of our membership participated in an intense consultation process to inform and shape our new strategy. This included meetings with members in Meath, Louth, Donegal, Cork, Tipperary, Kerry, Limerick, Kildare and Clare; ensuring the voice and insights of members are strongly represented in our future programme development. • Engagement with units was strengthened through the re-establishment of regular National Unit Fora meetings, contributing to the creation of a more positive culture. This is a peer forum for unit members to share knowledge, discuss standards and collectively solve shared issues. • We awarded small grants for Covid-related activities to 10 branches. All branches were invited to apply. Grants ranged from €740 to €4,000 with the average being €2,500. The local projects applied for include creating a monument to commemorate our health workers and all those who died, directly or indirectly, during the COVID-19 pandemic. • Building on this, we will establish a “mini grant platform” to support branches to apply for small grants to deliver community activities in 2025.

Support (continued)

Goal 5	Develop and strengthen Irish Red Cross’ international programme and International Humanitarian Law agenda
Progress	On Track
Key Achievements In 2024	• We developed and delivered international programmes designed to meet identified needs in communities and support them to recover and rebuild their lives following disaster and emergency. This included a livelihoods programme in Türkiye and mental health focused programming in Ukraine. • We participated in the International Red Cross Red Crescent Movement Conference alongside representatives from the Irish government. A key focus was on promotion and respect for International Humanitarian Law (IHL). • We organised a successful IHL conference in October 2024, attended by government, sector, media and others.

Goal 6	Build our capacity to welcome migrants and provide support to help vulnerable people reach the services they most need, and provide clear guidance and pathways to our migration services
Progress	On Track
Key Achievements In 2024	• We delivered significant growth and innovation in our migration programmes – including wrap-around support for Gazan families welcomed to Ireland to access medical treatment for their seriously ill children. • We relaunched the Community Sponsorship Programme, now leading a consortium of partners. • We continued facilitating the Ukraine response programme in Ireland to match hosts with Ukrainian guests and also strengthened our other support for Ukrainians to rebuild their lives as well as other refugees in Ireland. • We broadened our skillset to support monitoring and evaluation of programmes and policy development.

Support (continued)

Goal 7	Implement and develop our Restoring Family Links programme
Progress	On Track
Key Achievements In 2024	• 2024 was a very demanding year for the programme, with a high volume of activity. We opened 72 new Tracing requests and closed 53 cases. There were 40 new cases initiated for Family Reunification involving 163 individuals, and a total of 81 individuals were reunited (including cases from Syria, Pakistan, Somalia, Togo, Palestine, Afghanistan, Nigeria, Eritrea, Yemen, Burundi and Myanmar). • We completed a needs assessment of the programme and will develop and implement a plan of action in 2025.



» Secretary General Deirdre Garvey met with Ukraine Red Cross volunteers during a field visit to the Kyiv region.

Readiness

We want to ensure that our organisation is ready and prepared to respond to situations of emergency and disaster at home and abroad, and to enable the communities we work with to put in place their own resilience plans.

Goal 8	Increase the number of trained people available to provide local humanitarian assistance to the most vulnerable, including first-aid and emergency medical care
Progress	On Track
Key Achievements In 2024	• We increased our training provision to reach 4,000 people (up from 3,500 in 2023), building skills in the community from basic first aid to advanced emergency medical care. • We explored virtual reality tools to enhance the learning experience and cater for diversity of learners and plan to pilot in 2025. • Provided 170 people with psychological first aid training equipping them with skills to identify, respond and support a distressed person.

Goal 9	Have access to appropriate equipment, vehicles and facilities
Progress	On Track
Key Achievements In 2024	• We expanded our fleet with nine new vehicles purchased with the support of the CLAR government grant, boosted by local branch fundraising. This included five new ambulances, a patient transport vehicle, a rescue boat and a 4x4 vehicle. We now have 134 vehicles in our fleet. • We established the Fleet Renewal Working Group to identify requirements including the need for a range of vehicle types including ambulances, off-road ambulances, minibuses (assisted and non-assisted). The work of this group will help to futureproof our fleet regarding technological and environmental change.

Standards

We save lives. Therefore, we want to ensure that we have the capacity in place to maintain compliance with the relevant regulatory and statutory requirements via our volunteers, leaders and staff.

Goal 10	Ensure the Irish Red Cross has the capacity and systems in place to meet Charity Regulator governance standards, Pre-Hospital Emergency Care Council (PHECC) regulations, and other compliance requirement.
Progress	On Track
Key Achievements In 2024	• The Governance Committee worked on a review of Working Groups and Committees, to prepare for the incoming Board and General Assembly in 2025. • We re-established in-person safeguarding training for both members and staff in 2024. We held a ‘training for trainers’ session in September and delivered training to over 200 members and staff in the last quarter. • We invested in the human resources needed to support our work on governance, adding a Risk Management and Compliance Officer to our Head Office team. • We had an external compliance audit in March from the Pre Hospital Emergency Care Council (PHECC). Training was assessed against the Quality Review Framework and our license was renewed. • We have developed a clear roadmap for training to ensure standards, as well as a consistency on supporting and assessing learners.

Standards (continued)

Goal 11	Develop a policy to increase environmental sustainability in our work
Progress	Delayed
Key Achievements In 2024	- Organisation priorities were impacted by the scale and volume of crises during the strategic period, 2019 – 2024 and resources were reallocated to lead the Covid-19 volunteer response and our response to the Ukraine migration crisis. Environmental sustainability continues to be a focus in our strategy for 2025-2030. A resource was allocated to start leading this work during 2024. - We participated in an IFRC workshop in June 2024 to inform and shape our approach and planning to climate, including reducing our carbon footprint as an organisation and supporting community preparedness for climate events. - Our environmental sustainability policy will be developed in 2025, aligned with IFRC Climate Action Roadmap, Irish National Adaptation Plan, UN SDGs, EU and more. Our goals will include reducing waste, fleet emissions and digital transformation of our systems.



» Irish Red Cross participated in an IFRC workshop looking at reducing our impact on climate change and community preparedness for climate events.

Membership

We want to expand the Irish Red Cross membership and become a more responsible and effective organisation, geared to meet the demands and opportunities of being a volunteer and member-led organisation.

Goal 12	Ensure the Irish Red Cross is easy to join and renew membership, and smart at using technology.
Goal 13	Be a top choice organisation for people seeking to volunteer.
Goal 14	Plan and deliver a national recruitment and enrolment strategy for members.
Progress	On Track
Key Achievements In 2024	- Following deep consultation with members and a workshop facilitated by IFRC experts in October 2024, we developed a new plan for membership support, engagement, recruitment and retention. This was in association with an advisory group of members and a relevant Working Group. - Delivery of this work will continue to be a vitally important priority for 2025.

Promoting International Humanitarian Law

Raising awareness of International Humanitarian Law (IHL) has never been more important. The Irish Red Cross remained committed to disseminating IHL, engaging with key stakeholders on IHL including academia, government authorities, and the humanitarian and development sector. We continued to advocate for the protection of civilians in armed conflict in our work.



» The Irish Red Cross International Humanitarian Law conference focused on how conflict has evolved and what that means for civilians. Panellists included Karol Balfe, Action Aid; Hichem Khadhraoui, Executive Director for the Center for Civilians in Conflict (CIVIC); Dr. Hanna Kaade, Delegate with the German Red Cross; facilitated by Catherine Sanz, Journalist, Business Post.

Attacks on Humanitarian Workers and Access Constraints

Both 2023 and 2024 have recorded the highest number of deaths of humanitarian workers on record, largely driven by the casualties in Gaza. This tragic toll includes colleagues from the Palestinian Red Crescent who have been killed or injured while bravely fulfilling their duties.

The operating environment for humanitarian workers in Gaza is among the most dangerous in the world. At least 369 humanitarian workers have been killed in Gaza since October 7th, 2023, with the vast majority being national staff. Attacks on humanitarian workers, aid convoys, and facilities have severely hindered humanitarian operations and jeopardised the safety and security of aid workers. An enabling environment is urgently needed for the humanitarian response in both Gaza and the West Bank.

The Red Cross and Red Crescent emblem, a symbol of protection in conflict, must be respected and protected by all parties under International Humanitarian Law. Humanitarian organisations must be able to ensure the safety of their convoys and facilities, and their movements need to be planned in a predictable and rapid manner to effectively reach those in need.

The Irish Red Cross hopes that any de-escalation or ceasefire will facilitate the essential unimpeded and safe access for humanitarian aid.

Attacks on Healthcare in Ukraine

In July 2024, a strike against Okhmatdyt Children's Hospital in Ukraine killed 27 civilians and injured 117 others. The attack destroyed the toxicology department, where children receive dialysis, and damaged the intensive care, surgical and oncology wards. The Ukraine Red Cross Society responded immediately, providing vital assistance on the ground.

This is just one devastating example of the many attacks on healthcare experienced in Ukraine since the escalation of the conflict. Since February 2022, the World Health Organisation (WHO) has verified more than 2,184 attacks on health services – accounting for 45% of all such incidents worldwide during this period. This has tragically resulted in 204 deaths and 696 injuries of health workers and patients. Beyond the immediate loss of life, attacks on healthcare have widespread and long-term effects. They disrupt access to essential medical services and increase health risks for those who need it the most – such as children requiring dialysis treatment. They disrupt preventative healthcare, including the detection and treatment of noncommunicable diseases.

When fighting breaks out, the need for healthcare is at its greatest. Yet, this is also when health care services are the most vulnerable to attack.

Healthcare facilities, ambulance, doctors, nurses, paramedics and the sick and wounded are all protected under International Humanitarian Law. They must never be targeted, and their special protection must be respected. Irish Red Cross, along with the wider Red Cross Red Crescent Movement, continues its work to promote the rules of war and calling for protection of healthcare in armed conflict.

Watch the video to see how the Ukrainian Red Cross team helped after the strike on the Okhmatdyt Children's Hospital.



Read more about healthcare in danger



Our focus on International Humanitarian Law to recognise 75 years of the Geneva Conventions

2024 marked 75 years since the adoption of the Geneva Conventions, the bedrock of modern international humanitarian law (IHL). Against the backdrop of ongoing conflicts around the world and violations of IHL, this anniversary marked an important opportunity to reaffirm the importance of the rules of war and highlight the need for their respect.

It was with this in mind that the Irish Red Cross organised its annual IHL Conference with the title “75 years of Geneva Conventions: A time to reaffirm commitments to the rules of war”. Held on October 2nd 2024 at the Royal Irish Academy, the event was kindly sponsored by the Swiss Embassy in Ireland and opened by Ambassador Jenny Piaget.

The Conference featured a keynote speech by the Minister of State for Department of Foreign Affairs, Sean Flemming, alongside three panel discussions with leading international experts on IHL.

The panels tackled the modern challenges facing IHL, reflecting on the achievements of the Geneva Conventions while confronting the realities of protecting civilians in today's complex armed conflicts. Speakers emphasised the need to uphold the principles of distinction, proportionality and humanity. Discussions also explored Ireland's history of leadership on IHL, including its involvement in negotiating the Geneva Conventions and more recently its role in achieving the Anti-personnel Mine Ban Convention 1997, the Convention on Cluster Munitions, 2008, and the Political Declaration on Explosive Weapons in Populated Areas, signed in Dublin in 2022. Experts explored how Ireland can continue this positive record, including through the international justice system.



» Minister of State Sean Flemming, Department of Foreign Affairs, delivered the keynote address at the annual Irish Red Cross conference to promote International Humanitarian Law. The event marked the 75th anniversary of the Geneva Conventions.

Looking ahead, the Conference also addressed future threats to IHL, including challenges arising from autonomous weapons systems, artificial intelligence, mis/disinformation, and cyber warfare.

Adding a creative and innovative dimension to the event, the Conference also featured a digital and artistic exhibition, including a virtual reality installation and the interactive experience “If War Comes To You”, developed by European National Societies. Two artists presented striking works under the theme “Humanity in War”.

The event attracted a diverse audience of government officials, academics, students, lawyers, and representatives from the humanitarian and development sector.

Watch the conference online



34th Red Cross Red Crescent International Conference: States and National Societies commit to strengthen humanity

In October 2024, hundreds of States and National Societies from around the world gathered in Geneva for one purpose: to address together global humanitarian challenges. This truly unique forum brought states side by side with national societies, a powerful demonstration of the auxiliary role of the Red Cross.

The Conference spanned four days, with speeches, official statements, thought-provoking discussions, exchange of ideas and side events, all spotlighting critical humanitarian issues. These centred around three core themes: the imperative to respect International Humanitarian Law, upholding the Fundamental Principles in responding to humanitarian needs and risks, and enabling sustainable, locally-led action.

Across all the many engagements, Irish Red Cross was strongly represented. Secretary General Deirdre Garvey stood shoulder to shoulder with colleagues from National Societies around the world to deliver a clear and urgent message to all states about the importance of addressing the devastating humanitarian consequences of war being fought in cities. She also delivered a powerful address at the “Voices of the Conference”. Irish Ambassador Noel White delivered a similarly strong address and headed the Irish delegation.

In parallel, alongside the Irish government delegation, we took part in the three full days of negotiations to adopt resolutions by consensus. It was no easy task, but in a remarkable achievement in today’s divided world, five resolutions were adopted by all.

These covered pressing priorities, including International Humanitarian Law, disaster

risk governance, locally-led and principled humanitarian action, and anticipatory action in the face of extreme climate and weather events. Notable, it also included the first-ever resolution addressing the human cost of information and communication technology activities during armed conflict.

The commitments in these resolutions will shape our work and guide our engagement with the Irish government and other stakeholders over the next four years. These commitments are further bolstered by hundreds of individual pledges made by states and national societies.

In a world increasingly marked by conflict and polarisation, the achievement of setting aside divisions to unite for the sake of humanity should never be taken for granted. It is in these moments — when people of different nations, beliefs, and perspectives gather not to serve their own interests, but that of humanity itself — that the true spirit of the Red Cross and Red Crescent Movement shines through. The resolutions and pledges made in Geneva are more than words on paper; they are promises to those whose lives hang in the balance of our collective action. It is our responsibility to honour them and carry these promises forward into action.

You can find a summary of the conference, the resolutions and pledges below.

[Read more about the conference](#) 



» Secretary General Deirdre Garvey with Irish Ambassador Noel White at the 34th Red Cross Red Crescent International Conference in Geneva. Representatives from States and Red Cross National Societies gathered to address global humanitarian challenges.

The Irish Red Cross held its eighth Corn Adomnáin International Humanitarian Law Competition for law students around Ireland in March 2024.

36 students participated from eight different institutions. The competition was held in Dublin City University and addressed different topics arising from the consequences of urban warfare.

Judges participating on the day included members of the Irish Defence Forces, Department of Foreign Affairs, members of the judiciary and academic experts.

The competition remains an important way to engage with academia and other experts in IHL, and to highlight its importance amongst Ireland’s future lawyers and practitioners.



» Niall O'Keeffe, Head of International and Migration at the Irish Red Cross, with winners Calem Martin, Conal O'Gahdra and Chloe McCabe (left-right).



» Hannah McCarthy, winner of Humanitarian Journalism Excellence Award 2024. Hannah was recognised for the meaningful awareness she has raised for issues of displacement, migration, and social justice.

Irish Red Cross Humanitarian Awards 2024

The Irish Red Cross Humanitarian Awards returned in April 2024, celebrating individuals and organisations outside our own network who have made exceptional contributions to humanitarian causes.

The ceremony, held at the Royal College of Physicians, brought together leaders, advocates, and changemakers from across Ireland to honour those who embody compassion, courage, and community spirit.

Finalists were selected through an open public nomination process, with winners chosen by a multidisciplinary panel of judges. The Awards aim to highlight those who have given voice and action to humanitarian issues by improving lives and reducing suffering.

Winners of the 2024 Irish Red Cross Humanitarian Awards:**Lifetime Achievement Award****Tony Geoghegan**

Tony Geoghegan has worked in the addiction arena for the past thirty years both in Ireland and in Britain. Tony was CEO of Merchants Quay Ireland, Drugs and Homeless Services for 28 years.

Humanitarian of the Year**Aubrey McCarthy**

Aubrey McCarthy has dedicated his life to combating marginalisation experienced by those affected by violence, addiction, homelessness, and the fallout of war. Inspired by his childhood experiences of poverty, he founded Tiglin in 2008.

Young Humanitarian of the Year**Adam King**

East Cork hero Adam King captured the nation's hearts when the then seven-year-old appeared on the 2020 RTÉ Toy Show to promote his 'Virtual Hug Campaign'. This campaign went on to raise €6.5 million for children's charities. Since then, Adam has continued his advocacy work and started a charity with his family called Adam King Adventures.

Humanitarian Journalism Excellence**Hannah McCarthy**

Hannah McCarthy's impactful reporting on humanitarian issues in the Irish Times, Irish Examiner, the Journal, and various other publications has shed light on the experiences of vulnerable communities worldwide. Through her human-interest stories and investigative journalism, she has raised awareness and sparked meaningful dialogue on issues of displacement, migration, and social justice.

Humanitarian Organisation of the Year**Samaritans Ireland**

Samaritans Ireland's relentless commitment to providing emotional support 24/7 underscores their pivotal role in suicide prevention and mental health advocacy in Ireland. Samaritans offers a lifeline to individuals in crisis, embodying the spirit of compassion and solidarity.

Corporate Impact Award**Electric Aid (ESB)**

Electric Aid, an employee-led charity run by ESB and EirGrid Group, has funded over 2,500 charitable projects worth more than €25 million in over 130 countries. Their commitment to supporting global humanitarian efforts exemplifies the profound impact that corporate social responsibility can have on communities worldwide.



» 2024 Winners of the Irish Red Cross Humanitarian Awards with Secretary General Deirdre Garvey.

Our Programme Areas

Our support is delivered through three core programme areas, underpinned by a cross-cutting focus on preparedness, response, and recovery. This work is made possible by our dedicated volunteers, staff, and supporters.

Disaster and Emergency

[Read more here](#) →

Health and Wellbeing

[Read more here](#) →

Displaced People and Migrants

[Read more here](#) →

» Irish Red Cross hosted a vibrant Mental Health Fair in Letterkenny, dedicated to supporting Ukrainian families living in Donegal. The event welcomed over 140 attendees.



Prepare



Response



Recovery

Disaster and Emergency

We want people and communities to have access to relevant, timely and coordinated supports to help them prepare for emergencies, respond when they happen and recover in a way that makes them more resilient.

Highly trained Irish Red Cross volunteers perform a crucial role, both at home and abroad. Their focus includes providing urgent support and lifesaving first aid to those in need.

In times of crisis, it's reassuring to know that there are people who will always step forward to serve others. Dedicated and selfless people who help without fanfare — and without waiting to be asked. This is how the volunteers of the Irish Red Cross operate.

Humanitarian aid and resilience
For over 85 years, the Irish Red Cross has played a vital role in responding to crises both at home and abroad. From Myanmar to Middleton and Mayo, from Gaza to Galway, from Ukraine to Creeslough, our volunteers have been there to provide essential first aid and emergency response to those in need.

While we are known for our international humanitarian response, we don't only help those in need overseas. We also operate as a humanitarian response network for Ireland. Our focus is clear. We want to empower communities to become more resilient in the face of disaster, and we want to support those who are isolated, vulnerable or in crisis. None of this can happen without our 4,000 volunteer humanitarians, who are highly trained, trusted and ready to act.

Deirdre Garvey | Secretary General “

Our Impact in Ireland in 2024



Prepare

4,000

4,000 people trained, ranging from essential first aid to advanced emergency medical care.

260

260 highly qualified volunteers ready to provide emergency medical care.

1,952

We provided a safety net to communities supporting more than 1,952 events nationwide.

Read more →



Response

1,096

Medical attention provided to 1,096 people, with a further 145 treated and transported for urgent care.

Support for people

in Cork, Donegal, Galway and Sligo to get back on their feet following severe flooding events.

Read more →



Recovery

2 years

Two years supporting the community of Creeslough.

Read more →

Strategic Goal

- Readiness
- Support
- Standards
- Membership

Relevant SDGs





PREPARE

Always prepared

Our 4,000 volunteers in Ireland are our humanitarian response network – prepared and ready to respond. Over 260 are registered Emergency Medical Technicians, Emergency First Responders, or Cardiac First Response practitioners and they selflessly volunteer their time to provide emergency response, to support their communities and to continuously upskill so they are always ready.

First aid and emergency response is a core activity in our 73 Irish Red Cross branches. A large part of this work involves providing cover at community, cultural and sporting events across the country. In this way, we are the safety net for communities. Our volunteers provided first aid cover at more than 1,952 events in 2024, treating injuries, providing pre-hospital care and transferring individuals for urgent life-saving care, where necessary. Over 1,275 people received medical attention from an Irish Red Cross volunteer in 2024, with 145 people treated and transferred to hospital for urgent medical care.

By treating people on-site, we deliver immediate care and reassurance when it's needed most. This not only helps individuals return to their activities—or their daily lives—as quickly as possible but also reduces pressure on often already stretched GP surgeries and hospital emergency departments.

When hospital care is needed, our highly trained volunteers act quickly to ensure urgent cases are identified and transported without delay—because in a medical emergency, every second counts. Our ability to respond rapidly in these moments can significantly improve health outcomes and, in some cases, save lives.

We place a strong focus on continuous training and upskilling. We know that when first aid is delivered quickly and effectively, it can dramatically improve outcomes. Saving lives isn't the exception, it's something almost every one of our EMT volunteers has done. We ensure they're equipped with the skills and confidence to respond in a crisis and to strengthen resilience across our communities.

Tony Lawlor | National Director of Units, (volunteer)



» Volunteers provide first aid support at hundreds of sporting events annually, including the Lynch Cup Rugby Festival held in Limerick city.

We equip people with lifesaving skills

First aid training is a core service of the global Red Cross. We build capacity and confidence and empower communities with life-saving skills and knowledge. In 2024, we continued to increase our reach, training more people in life saving skills to support community preparedness and resilience.

In 2024, the Irish Red Cross empowered 4,000 individuals across the country with essential first aid training, equipping them with vital knowledge and skills to save a life. The training extended to members of the public, employees, and dedicated Irish Red Cross members, fostering resilience within local communities.

We're committed to emergency care education, setting a vibrant standard that resonates across the country. We've provided a countrywide schedule of courses for adults, including 307 courses in First Aid Response reaching 1,175 people, 11 courses of Cardiac First Response Community reaching 591 people and 95 courses of Cardiac First Response Advanced with 404 students. We also provided training for tutors and instructors.

Our work in first aid training supports the Government's Emergency Planning Working Group and EU preparedness protocols. By empowering communities with these skills, we are reducing health inequalities and helping to build a more resilient Ireland.

280

registered Emergency Medical Technicians, Emergency First Responders and Cardiac First Response practitioners

307

courses in First Aid Response

95

courses of Cardiac First Response Advanced



RESPONSE

We responded to Severe Flooding Events

As part of our auxiliary role, working alongside the government, the Irish Red Cross was tasked with administering the Business Flood Relief Scheme, funded by the Department of Enterprise, Trade and Employment for the second year running.

The purpose of the scheme is to provide a once-off ex-gratia contribution to small businesses and community, voluntary and sporting bodies affected by significant flooding events, who through no fault of their own could not secure flood insurance.

In 2024, we delivered two programmes in response to flooding emergencies in October and November 2024, where the town of Bantry, west Cork was badly affected, as well as areas along the west coast. The 2024 schemes received a total of 38 applications and a total of €139,620 was paid out to 23 eligible applicants in Cork (12), Donegal (9), Sligo (one) and Galway (one).

We also completed the administration of the 2023 scheme in response to severe flooding events that occurred late that year, with Midleton in Cork being one of the areas hit by flooding following Storm Babet. A total of €9.2 million was paid out to 266 impacted applicants; with €1.87m of this paid out during 2024.

“

You learn to live with it.
I still hear about the impact on homes from my customers every day.
It doesn't go away.

Sinéad Morrissey | Owner, Bertelli Menswear

CASE STUDY

Bertelli Menswear: Rebuilding After the Midleton Floods

In October 2023, severe flooding struck the town of Midleton, Co. Cork, leaving homes and businesses under water. For Sinéad, owner of Bertelli Menswear on Main Street, the damage was devastating.

“Our shop is more than just retail,” she says. “We’re not only a menswear outfitters — we play a strong role in community service here in a town setting. It’s a family and community environment. People shop and live locally.”

Sinéad had been worried for months before Storm Babet. On 19 August 2023, after a heavy rainstorm, water rose right up to her shop’s front door, though it didn’t get inside. “The land was already saturated,” she recalls. “We knew it was only a matter of time.”

When the heavy rains of Storm Babet arrived in October, the town flooded fast. The damage was extensive, and recovery felt nearly impossible. Sinéad took action, speaking with media and government representatives who came to Midleton, ensuring they understood the scale of destruction and the long-term impact on the community.

Her advocacy, along with that of others, helped shape the Emergency Humanitarian Flood Scheme, which provided grants up to €100,000.

The scheme was administered by the Irish Red Cross. Through it, Sinéad received a grant to help restart her business.

“It didn’t cover everything,” she says, “but it gave me a start. Most businesses in Midleton wouldn’t have survived without that grant. The support we received via the Irish Red Cross was efficient, and it gave us the money directly, so we were empowered to look after the recovery ourselves.”

More than a year later, the effects of the flood are still felt. “You learn to live with it. I still hear from my customers every day about the impact on their homes. It doesn’t go away.”

Thanks to timely funding — and Sinéad’s resilience — Bertelli Menswear remains open: not only as a business, but as a cornerstone of Midleton’s recovery.



RECOVERY

We continue to stand with the people of Creeslough

The Irish Red Cross Creeslough Community Support Fund was established as an immediate humanitarian response to the human tragedy that arose following a fatal explosion in the village of Creeslough, County Donegal on 7th October 2022.

The Irish Red Cross Creeslough Appeal raised €1,957,609 from a range of corporate, community, individual donors to provide financial humanitarian aid to those impacted by the tragedy, with a particular emphasis on support for bereaved families and those injured.

An Oversight Committee provided the governance framework and oversaw the expenditure of the funds. Once the impacted individuals and bereaved families had been supported financially to an agreed level, the remaining funds, €165,406, were dedicated for medium - longer term community-wide support. The Irish Red Cross actively engaged with local community organisations to plan for expenditure of these funds in a community-led way, focusing on priorities identified by the community during several consultation meetings. Community groups were invited to apply for small grants in November 2024, and 18 applications were received. An Advisory Committee comprised of people active within or supporting the Creeslough community was set up to advise the Irish Red Cross on the applications received, before the Oversight Committee of the Irish Red Cross issued grant approvals. The funds will be awarded in mid-2025.



» Fr John Joe Duffy is pictured with Frank Phelan, Irish Red Cross at a community meeting in Creeslough to discuss the use of the Creeslough Community Support Fund to support longer term recovery projects.

CASE STUDY

Fr John Joe Duffy: From Tragedy to Recovery for the Creeslough Community

When tragedy struck Creeslough in October 2022, parish priest Fr John Joe Duffy described the impact as a “tsunami” that swept through the county Donegal village. Ten lives were lost, many more were injured, and homes and livelihoods were destroyed.

From the earliest hours, Irish Red Cross volunteers were on the ground, providing first aid, comfort, and reassurance. Over the past two years, they have remained a constant presence, supporting families, helping with trauma recovery, and guiding the community through its long journey of healing.

Fr Duffy himself has played a central role, dedicating his time and care to bereaved families. He expresses deep gratitude for the humanity and sustained presence of Irish Red Cross volunteers and staff. “They were a beacon of light during our darkest hours,” he said.

As the final phase of the Creeslough Community Support Fund is implemented, Fr Duffy reminds us that while headlines fade, trauma does not. Together with the Irish Red Cross, longer-term recovery projects including trauma supports and youth development are helping to build resilience and hope for the future.

“

Over the past two years, they have remained a constant presence, supporting families, helping with trauma recovery, and guiding the community through its long journey of healing.

Fr John Joe Duffy

Disaster and Emergency International

Our global movement impact in 2024

191

191 National Red
Cross and Red
Crescent Societies

16

million volunteers

170

million people
reached

» Palestine Red Crescent
Society volunteers respond to
the needs of people affected
by the ongoing conflict.

Our Irish Red Cross impact internationally in 2024



Prepare

559

559 Trained and
equipped 16
branches with 559
volunteers across 2
regions of Ukraine,
enabling them to
effectively plan
and implement
community initiatives.

11,000

To help prepare for
winter, we distributed
11,000 emergency
kits in Ukraine.

[Read more](#) →



Response

€4.8 million

We gave €4.8 million
to fund humanitarian
and recovery
initiatives to 10
Red Cross Red
Crescent partners.

[Read more](#) →



Recovery

1,384

In Türkiye we
supported 678
female-led small and
medium enterprises
and 706 farmers
to strengthen their
business, restore
income and build
resilience, reaching
total of 1,384 people.

140,000

In Ukraine, we
supported 6
psychosocial support
centres, enabling
140,000 people to
receive mental health
services.

[Read more](#) →



PREPARE

Ongoing Crises

The year 2024 underscored the persistent and escalating humanitarian needs across the globe, frequently exceeding the international community's capacity to respond effectively.

The increasing frequency and complexity of emergencies and conflicts worldwide stretched humanitarian resources to their limits. As a key component of the world's largest humanitarian network, the Irish Red Cross responded internationally when disaster struck.

We worked in close collaboration with our partners within the Red Cross and Red Crescent Movement to deliver life-saving humanitarian aid, while also focusing on long-term programmes aimed at enhancing resilience at community level.



RESPONSE

Gaza: An Unprecedented Humanitarian Catastrophe

The situation in Gaza remains catastrophic, more than a year after the devastating attacks in Israel on 7 October 2023 triggered a major escalation of armed hostilities

The scale of the humanitarian crisis is unprecedented, with millions of people in desperate need of assistance and the vast majority of the population displaced from their homes.

90%

More than 90% of the population in Gaza is estimated to be dependent on humanitarian aid

The Situation is Dire

- At the end of 2024, more than 44,000 people have been killed in Gaza, and over 104,000 injured. The human cost of this conflict is truly immense.
- An estimated more than 90% of the population in Gaza is dependent on humanitarian aid.
- More than 1.9 million people across the Gaza Strip have been forced to flee their homes, many experiencing multiple displacements. There is no safe place.
- Just 16 of Gaza's 36 hospitals are functioning, and more than 14,000 patients in urgent need of medical evacuation remain trapped in Gaza.
- Gaza has been without electricity for more than a year. Fuel shortages are crippling the already devastated healthcare system.
- Malnutrition and starvation are rising, as 96% of people do not have enough food.
- Safe water is scarce, with 70% of water and sanitation plants damaged or destroyed. This is raising the risk of a cholera outbreak and the reemergence of previously rare diseases like polio and Hepatitis A.
- In northern Gaza, the hardest-hit area, an estimated 250,000 residents remain almost entirely cut off from communication, with barely any access to aid. Not one hospital in the north is fully functioning.
- It is estimated that more than 10,000 people remain missing under the rubble of collapsed buildings.



1.9m
people across the Gaza Strip have been forced to flee their homes

» The Palestine Red Crescent teams distributing food aid to displaced families in Khan Yunis, south of the Gaza Strip.

For eighteen months, almost 1,600 staff and volunteers from the Palestine Red Crescent Society (PRCS) have been working around the clock to provide life-saving support in Gaza, in the face of immense challenges, the loss of colleagues, and constant risks to their own lives.



RESPONSE

Lifeline in the Face of Adversity**Emergency Healthcare**

Across the Gaza Strip, PRCS is currently running a fleet of 60 ambulances and staffing 22 clinics and emergency health posts. They have provided almost 900,000 health services and supported over 100,000 people with emergency care.

Ambulance Services

PRCS ambulance crews work tirelessly, facing immense danger daily, to bring wounded people to hospitals.

Medical Posts and Clinics

PRCS operates medical facilities throughout Gaza, striving to provide care despite the widespread destruction of the healthcare system.

Shelter

PRCS has set up 27 camps for displaced people in Gaza, offering a temporary haven for those forced to flee their homes, often multiple times.

Distribution of Relief Items

Received and distributed over 22,000 trucks of humanitarian aid in Gaza. PRCS has distributed 1.6 million+ food and non-food items, including food parcels, blankets, mattresses, tents, and hygiene kits, reaching over 1.8 million people.

Psychosocial Support

Recognising the immense mental health toll of the conflict, PRCS has provided psychosocial support to more than 131,000 people, including a large number of children. This is an even greater challenge when every single person, including volunteers and staff, are also affected.

60

ambulances

27

camps for displaced people

1.6m

of food and non-food items distributed

1.8m

people reached

**The Invisible Wounds:
Mental Health Crisis**

The relentless cycle of displacement, extreme physical hardship, and the constant fear for their safety and well-being has inflicted a devastating toll on the mental health of everyone in Gaza, with children bearing a particularly heavy burden.



» The relentless cycle of displacement, extreme physical hardship, and the constant fear for their safety and well-being has inflicted a devastating toll on the mental health of everyone in Gaza, with children bearing a significant burden.

There are at least 17,000 unaccompanied children or separated from their parents. Most children are not able to go to school; they live under constant bombing and don't have access to food.

Nebal Farsakh | PRCS spokesperson

Our Irish Red Cross Response

By the end of 2024, the Irish Red Cross had contributed over €600,000 to assist the Palestinian Red Crescent in providing relief items and life-saving assistance across Gaza. This funding is supporting the procurement and delivery of water; women's dignity kits (1,554); the provision of essential food and supplies, and providing mental health and psychosocial support services.

€600,000

contributed by the Irish Red Cross to assist the Palestinian Red Crescent

1,554

women's dignity kits



CASE STUDY

A Personal Testimony: Amr Ali's Story

Amr Ali, a PRCS media officer, shares the harrowing experience of his family's escape to safety.

Like thousands of others in Gaza, Amr and his family were forced to flee their home due to the conflict. Amidst the chaos of explosions and shelling on their journey to Rafah, Amr was tragically separated from his wife and young children, seven-year-old Adam and three-year-old Maria.

"For more than 12 hours I had no idea about my wife and my kids. I tried to ask hospitals if they got injured or killed," Amr recalls. Finally, a glimmer of hope emerged when he heard from friends and relatives who had spotted his family and taken them in. Everyone was, thankfully, okay. "It was very, very unsafe, but we managed to get to Rafah," Amr said.

The challenges, however, did not end there. "Living in a tent in such situations is very terrifying. We were terrified and each of us went to check on our children and loved ones. Living all this while in a tent made of fabric makes you feel like the weakest creature on earth."

» Amr and his son Adam at a point overlooking the camp where they are staying in Rafah. Photo: Amr Ali/Palestine Red Crescent Society



“

To be completely honest, I am afraid ... All of these challenges take a toll on our psychological well-being. Nevertheless, we persist.

Joe Baaklini | IFRC Communications Officer



1.3m

people forced to
leave their homes**Regional Impact: Lebanon and Syria**

The conflict in the region has had a significant impact beyond Gaza. In Lebanon, there has been a concerning increase in hostilities since September 2024.

- Almost 4,000 people have been killed, more than 16,000 injured, and 1.3 million people forced to leave their homes in Lebanon.
- The Lebanese Red Cross is providing emergency healthcare, ambulance and blood services, and basic supplies to tens of thousands of people.

The increased hostilities in Lebanon have also led to further displacement in the region:

- More than 580,000 people have arrived in Syria.
- Almost 40,000 people have fled to Iraq.

A 60-day ceasefire agreement between Lebanon and Israel was reached on November 26th. Some people have begun to return to Lebanon, but the situation remains fluid and uncertain.

Both the Syrian Arab Red Crescent and the Iraq Red Crescent have been providing support to people at border crossings, as they attempt to find safety in another country.

» Families displaced by conflict in Lebanon and Syria receive support from Red Crescent teams.

Ukraine: Ongoing Crisis – The Enduring Impact of our Support

The year 2024 continued to present a challenging humanitarian landscape in Ukraine due to the ongoing conflict.

Intensifying hostilities and the systematic destruction of critical infrastructure, particularly energy, resulted in widespread power and water outages. These actions had a significant impact on civilian life and essential services, including critical facilities such as the Children's Hospital in Kyiv.

Throughout 2024 we maintained our dedicated and long-term commitment to providing crucial humanitarian aid in Ukraine. Our support addressed a wide range of needs, aiming to strengthen the resilience of individuals and communities affected by the ongoing conflict.





RESPONSE

Addressing the Critical Need for Mental Health Support

Recognising the significant emotional toll of the conflict on the Ukrainian population, the Irish Red Cross specifically supported the Ukrainian Red Cross in expanding its vital mental health and psychosocial support services throughout 2024.

With an estimated 9.6 million people requiring mental health assistance (August 2024), this support was crucial.

The Irish Red Cross specifically supported the Ukrainian Red Cross in expanding its vital mental health and psychosocial support services throughout 2024.

Our contribution directly enabled the following in 2024:

Conducted 1,277 targeted psychosocial activities across 11 regions of Ukraine, providing essential mental health supports for both children and adults.

Supported the establishment and maintenance of six psychosocial centres, offering dedicated and safe spaces for individuals to receive support.

Provided enhanced psychosocial support for adults, with a particular focus on individual counselling sessions.

Delivered training on crucial mental health support skills such as Psychological First Aid and self-care to 285 Ukrainian Red Cross staff and volunteers, significantly building local capacity.

Facilitated learning and professional development opportunities for mental health professionals through seminars, workshops, and exchange programmes.

Fundraised over €328,000 for the provision of humanitarian aid to those in urgent need.



» Deirdre Garvey, Secretary General, met with Igor Prokopenko, Head of Kyiv branch of the Ukrainian Red Cross, to see first-hand the impact of programmes supported by Irish Red Cross.

Enhancing Emergency Medical Response Capacity

The Irish Red Cross also continued its vital partnership with the University College Dublin - Centre for Emergency Medical Science on the 'Ukraine Trauma Project'.

Our support significantly enhanced local emergency medical response capacity by facilitating:

- Two “train the trainer” missions to Ukraine promoting a sustainable “cascade training” model for wider reach within the country. These missions directly trained 286 paramedics and medical personnel in advanced life-saving interventions for pre-hospital emergency care of conflict casualties.

- Distributed 489 emergency medical kits and provided resupply to previous training participants, ensuring that trained personnel had the necessary equipment to provide immediate and effective care.

Strengthening Local Capacity: Ukrainian Red Cross Branch and Volunteer Development

We continued to significantly strengthen the capacity of Ukrainian Red Cross at the local level through our targeted support to two regions: Vinnitsa and Ternopil. This programme focuses on strengthening Ukrainian Red Cross at the local level by fostering volunteerism and mobilising resources. This approach enables Ukrainian Red Cross to better address the specific needs of local communities and builds greater resilience amidst the ongoing challenges.



RESPONSE

Key achievements in these regions during the year included:

16

local branches were trained and equipped with the necessary resources to effectively plan and implement initiatives within their respective communities.

559

volunteers actively participated in a range of activities, strengthening their role in public life and the development of local initiatives.

10

grants are being provided to support vulnerable groups, improve their access to social services, and strengthen civic engagement. These grants supported a variety of initiatives, including active longevity clubs, volunteer and youth centres, equipment rental points and sewing workshops.

Supporting Ukrainians displaced in Poland with essential health needs

The far-reaching humanitarian consequences of the conflict in Ukraine extended significantly into neighbouring countries. By August 2024, over 950,000 displaced people from Ukraine had sought temporary protection in Poland.

Recognising the significant health needs within this vulnerable population, the Irish Red Cross partnered with the Polish Red Cross to extend their cash and voucher assistance programme. This crucial support provided:

Medical electronic vouchers to vulnerable Ukrainians in Poland, enabling them to access necessary healthcare.

Delivered direct assistance to 1,123 people through this programme.

Covered 50% of the cost of prescribed and over-the-counter medications for programme recipients, reducing their financial burden.

Offered targeted support for individuals with chronic illnesses and older individuals, addressing specific health vulnerabilities and complementing the existing Polish healthcare system.



Delivering critical winter assistance to vulnerable Ukrainians

The winter of 2024 presented unprecedented challenges for the people of Ukraine. Recognising the critical needs, the Irish Red Cross mounted a significant winterisation effort, providing vital support to those most vulnerable to the harsh cold and the devastating impacts of the conflict.

Our comprehensive programme was designed to offer practical assistance, helping families and individuals navigate a winter marked by insecurity and hardship. Our support included the distribution of 5,500 universal emergency kits: 5,500 lighting kits, and four solar kits. These kits provided essential items, offering warmth, light, and resilience in the face of widespread disruption.

The winter months saw a relentless campaign of attacks on Ukraine's power infrastructure. These attacks were a major concern, leading to widespread and frequent blackouts across numerous regions, impacting even areas far from the front lines. The loss of electricity made access to heating, lighting, and communication incredibly

challenging for millions. The experiences of previous winters had already demonstrated the life-threatening consequences of such large-scale power cuts, including the disruption of centralised heating systems and water supplies. The support provided by the Irish Red Cross aimed to mitigate these challenges, offering alternative sources of light and the means to stay warm.

Our comprehensive programme was designed to offer practical assistance, helping families and individuals navigate a winter marked by insecurity and hardship.

CASE STUDY

Nadiya's Story: Finding Support in a Difficult Winter



The resilience of the Ukrainian people was evident in the proactive steps many took to navigate the challenging winter of 2024. Nadiya, a resident of a village in the Mykolaiv region, shared her family's experience and how the support she received made a difference.

"This was not the first winter like this for us, so we knew what to prepare for... we've had different experiences," said Nadiya. Her family made diligent preparations, stocking up on rechargeable flashlights and a significant number of candles.

"We all want it to be over, but it doesn't look like it is. I have lived here for over 40 years. It's hard to see how much my home area has changed. We could not even imagine that we would live to see this." The weight of the ongoing conflict is evident in her voice.

During the winter, frequent electricity cuts made daily life incredibly difficult for Nadiya and her family. "We all depend on the internet to get the news. And when there is no power, it's as if life stops. As soon as the electricity comes back on, we immediately charge all our devices."

Thanks to support received through the Red Cross, Nadiya's family was better equipped to face the darkness. "We have five flashlights now that work like lamps". They also received warm blankets, a vital resource against the winter cold.

“

I want peaceful life to return, as it used to be. We used to live quite normally, and now it's very sad what's happening.

Nadya | Mykolaiv resident





RESPONSE



€25,000

Allocated by the Irish Red Cross for floods appeal in Afghanistan

Afghanistan

Afghanistan continued to grapple with a severe and multifaceted humanitarian crisis in 2024.

Over half of the population required urgent assistance due to a complex interplay of recurring natural disasters, exacerbated by climate change, widespread economic hardship, and the lingering effects of decades of conflict.

The country's high vulnerability to shocks was tragically evident in devastating flash floods in the northeast in May, which caused significant fatalities and destruction, and the ongoing impacts of the October 2023 Herat earthquake.

Amidst this challenging environment, the Irish Red Cross, as part of the wider Red Cross and Red Crescent Movement, supported the Afghan Red Crescent's response. This response reached approximately 50,000 people through the distribution of emergency shelter, household items, and water. The Irish Red Cross made a specific allocation of €25,000 to the IFRC's floods appeal for Afghanistan.



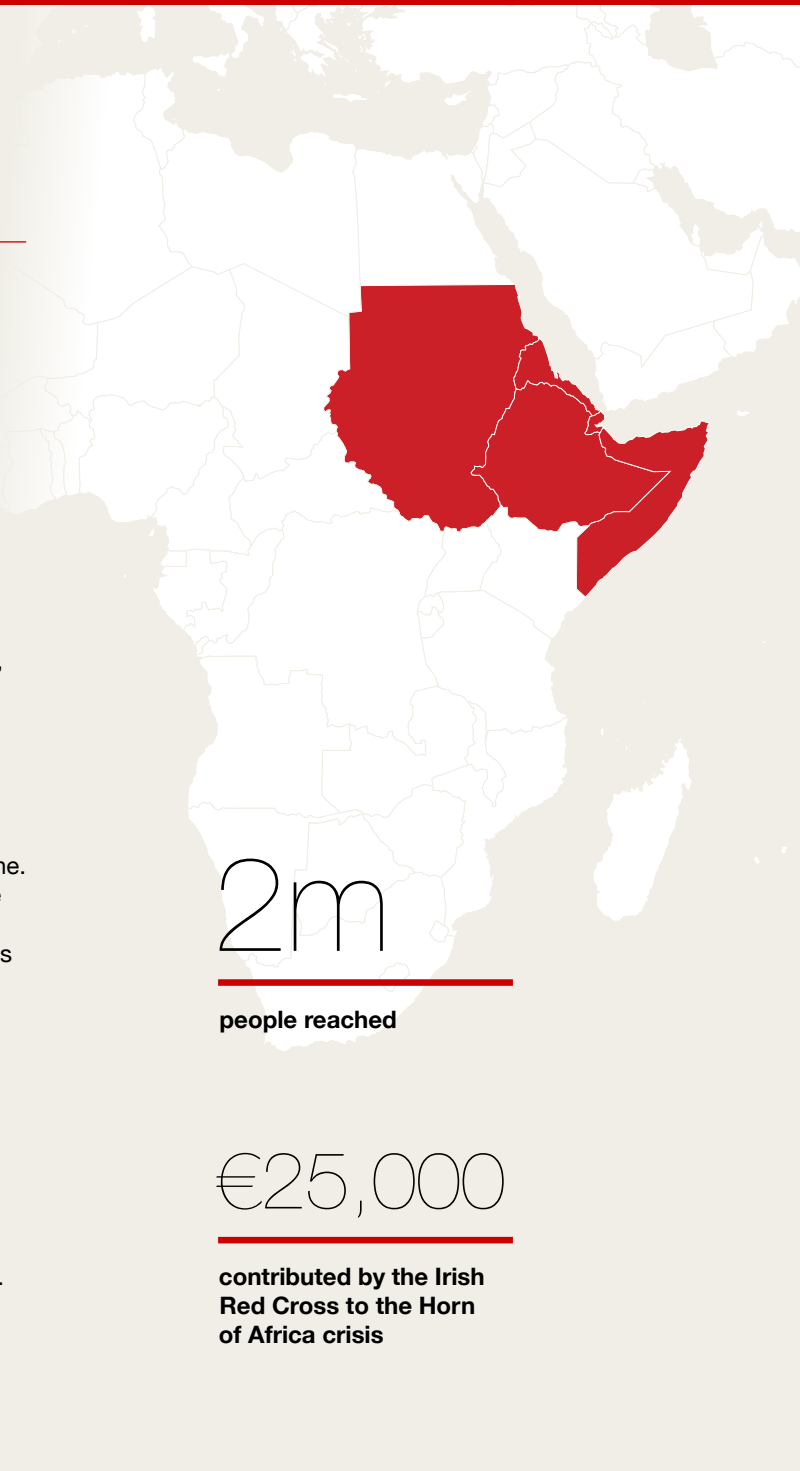
Africa Hunger Crisis

In 2024, a severe hunger crisis gripped the African continent, with approximately 146 million people across sub-Saharan Africa facing crisis or worse levels of acute food insecurity.

This dire situation stemmed from a confluence of climatic shocks, including prolonged droughts and recurrent flooding, further compounded by ongoing conflicts, economic downturns, and the lingering effects of the COVID-19 pandemic.

The Horn of Africa experienced its longest dry spell on record, pushing millions, particularly in Somalia, to the brink of famine. While West Africa generally saw favourable conditions for cereal harvests, Eastern and Southern Africa faced significant challenges with below-average yields and increasing dryness in several countries.

In response to this widespread crisis, African Red Cross and Red Crescent National Societies launched emergency appeals. Collectively, these National Societies reached over 2 million people with multi-purpose cash transfers, livelihoods support, water and sanitation activities, and health and nutrition services. The Irish Red Cross contributed €25,000 to support these vital efforts.



2m

people reached

€25,000

contributed by the Irish Red Cross to the Horn of Africa crisis



RECOVERY

Libya

The Irish Red Cross continued to provide support in 2024 following the devastating flooding caused by Storm Daniel in Libya in September 2023.

Demonstrating an ongoing commitment to the affected communities, the Irish Red Cross pledged an additional €135,000 towards humanitarian response activities in the impacted areas. This contribution aimed to help address the continuing needs of those affected by the disaster and support their recovery.

Türkiye-Syria Earthquakes

A series of devastating earthquakes struck southeast Türkiye and northern Syria on 6th February 2023 - one of the worst disasters the region had seen in over two decades, resulting in the deaths of over 55,000 people and affecting 15.7 million more.

Addressing emergency needs was the priority in the immediate aftermath of the disaster. In 2024 the focus of the Red Cross and Red Crescent Movement shifted to livelihoods recovery initiatives, responding to the needs of the affected population who had lost their income-generating activities.

The Irish Red Cross partnered with the Turkish Red Crescent and committed €1 million to its livelihoods programme, helping those affected to build resilience and find stability again. The programme sets out to restore livelihoods for farmers and small-to-medium enterprises across six of the hardest-hit provinces in Türkiye. With the support of the Irish Red Cross, approximately 3,500 small business owners and 2,700 farmers (of whom 30% are women) have been provided with vital cash grant assistance.

An assessment in October 2024 found that 96.4% of SMEs still need further support, underscoring the critical importance of livelihoods assistance in the medium-term recovery phase. The Irish Red Cross, with the support of its Movement partners, will provide top-up grants to 1,500 women-led businesses and farms in response.

Morocco

Following the significant earthquake that struck Morocco in September 2023, the Irish Red Cross provided ongoing support throughout 2024 to aid the affected populations.

Recognising the long-term needs arising from such a large-scale disaster, the Irish Red Cross pledged a further €378,000 to support humanitarian efforts in the affected regions of Morocco. This contribution was part of the wider Red Cross and Red Crescent Movement's response, focusing on providing essential assistance to those impacted by the earthquake as they worked to rebuild their lives and communities.





» Supported by the Moroccan Red Crescent, Rachida has developed new skills in construction. She now volunteers, helping others in her community.

CASE STUDY

A New Home and Renewed Hope

Rachida, a 34-year-old widow and mother of three, faced immense challenges after the September 2023 earthquake in Morocco.

Her home in the village of Anamaran was destroyed, leaving her and her children without shelter. As a single woman reliant on agriculture, the responsibility of providing for her family became even more daunting. The Moroccan Red Crescent, as part of the vital post-earthquake response, identified Rachida as a priority for temporary shelter support.

When the Moroccan Red Crescent team arrived to install Rachida's shelter, they found the site already prepared. Rachida, with remarkable initiative, had single-handedly levelled the ground after requesting tools.

Beyond receiving a shelter, Rachida discovered a new skill. Naima, Shelter Assistant for Morocco Red Crescent, recognising her potential, encouraged her to join the volunteer team. The community, understanding the difficulties faced by a single mother, strongly supported this. Inspired by Rachida, two other women joined the effort.

While temporary, the shelter offers Rachida and her children a safe and secure interim solution. It is more spacious and cooler than a tent, providing better protection from the elements and a lockable door for added safety.

Rachida's experience has been transformative. She has gained invaluable knowledge and confidence in construction, a field traditionally dominated by men, with women's contributions primarily focused on support roles. Her involvement, encouraged by the Moroccan Red Crescent team and partners like the Irish Red Cross, offers a glimpse into a future where women, especially heads of households, may play a more central role in the reconstruction of their homes.

Rachida now knows her capacity extends beyond traditional expectations, fostering a powerful sense of self-reliance as her community rebuilds.



RECOVERY

Empowering communities in Nepal

Strengthening resilience through climate-smart agriculture and beyond

In 2024, the Irish Red Cross, in partnership with the Nepal Red Cross, continued its vital Community-Based Livelihood Enhancement Project in the remote and mountainous Myagdi District of Nepal.

This programme, supported by the Irish Government, and the Fórsa Developing World Fund, directly benefits 1,000 vulnerable individuals. The project focuses on empowering farmers, women, people with disabilities, and ethnic minorities, by promoting climate-smart agricultural practices and diversified income opportunities, thereby building long-term resilience in the face of climate change and socio-economic challenges.

Key Highlights of Impact in 2024:

- To enhance income and climate resilience, the project distributed grafted plants of kiwi, orange, walnut, satuwa, and lemon, alongside cash grants, to 447 farmers.
- 90 farmers received training and essential equipment to establish their own bee farming ventures, creating new income streams.
- 4 Farmers Committees were established, fostering vital collaboration, knowledge sharing and improved access to government subsidies and support mechanisms.
- 190 livestock farmers benefited from training on animal husbandry and received cash grants to improve their practices and livelihoods.
- 103 community members participated in informative orientation sessions focused on understanding climate change and its specific impacts on local farming practices.
- 200 kiwi and orange farmers received essential pre- and post-harvest tools, improving efficiency and reducing post-harvest losses.
- Through four participatory workshops, 157 community members (84 male, 73 female), developed tailored climate-smart action plans for their local areas.
- Recognising the importance of income diversification, 57 people received targeted training in non-agricultural livelihoods, including tailoring, traditional bamboo production and homestay management, opening new economic avenues.

CASE STUDY

Laxman's Journey to Independence

For Laxman BK, a determined 46-year-old resident Myagdi, disability presented significant barriers to education and social participation.

Despite losing his right leg at a young age, Laxman's spirit remained strong, he even crafted his own wooden prosthetic to navigate his mountainous surroundings.

However, financial hardship, compounded by his wife's health challenges, created immense pressure. Laxman's small iron farm – his sole source of income through blacksmithing – fell into disrepair. The dilapidated structure threatened his ability to earn a living and further strained his family's well-being.

The Red Cross Livelihood Promotion Project became a lifeline. Providing crucial financial assistance for the renovation of his workshop, the project empowered Laxman to rebuild his trade. With an improved workspace, he resumed producing and selling essential agricultural tools in the local market.

The impact has been transformative. The increased income has not only eased financial



» The Red Cross Livelihoods project has supported Laxman BK to rebuild his trade and support a better future for his family.

burdens but also allowed Laxman to invest in his children's education and ensure his wife receives ongoing medical care.

"The Red Cross's support has been life changing. As someone with a disability, this opportunity has given me renewed hope and a chance to build a better future for my family. I sincerely thank them for their crucial assistance."



RECOVERY

Smart Farming: Cultivating High-Value Kiwis

In the mountainous region of Nepal, introducing high-value crops offers a pathway to enhanced livelihoods. Jitman Pajja, a 51-year-old farmer, embraced this opportunity in 2019 when he received 59 kiwi plants through the Irish Red Cross project. Kiwis, well-suited to the local climate, have proven to be a smart and profitable choice.

The impact has been remarkable. By 2024, Jitman's kiwi orchard was thriving. He proudly reported to Irish Red Cross Programme Manager, AnnaMarie O'Carroll, that his plants had been producing for two years, with the 2024 harvest yielding an impressive 600kg of kiwis sold during the September to November season. Jitman's story demonstrates how introducing suitable, high-value crops like kiwi can create sustainable livelihoods and improve economic resilience in Nepal's mountainous communities.

Cultivating Hope in Nepal

Sita Sharma, a resilient 55-year-old woman from Nepal, carries the heavy burden of her family's well-being. With her husband physically disabled, the sole responsibility of providing for their three daughters, including their education, falls to her. Life has been a constant struggle against financial hardship. Her small-scale farming, with a few goats and chickens, yielded an income barely enough to keep the family afloat.

Sita possessed a deep-seated passion for agriculture, but her dreams of a productive farm remained out of reach. Lack of capital to invest and a gap in knowledge about effective farming techniques left her land

fallow. "My land lay barren," Sita recalls, "a constant reminder of our struggles."

One day, a glimmer of hope appeared. Sita learned about a training program organised by the Red Cross, focusing on climate-smart farming and providing essential crops and plants. "When I heard about the training, I felt a surge of hope," she says. "It was an opportunity to not only utilise my land but to build a better future for my daughters."

Eager to learn, Sita participated in the training. She discovered the significant economic potential of turmeric in Nepalese communities. The high demand and consistent income it offered made it an ideal crop for her unused land. The Irish Red Cross further supported her by providing 40 kg of high-quality turmeric seeds. The support didn't end with seeds.

"The Red Cross team frequently visits our area to monitor the turmeric crops and provide guidance on preventing diseases. Their support and encouragement have been invaluable. I am immensely grateful to the entire Red Cross team for this incredible opportunity, which has transformed my family's financial stability. I am optimistic about expanding my turmeric cultivation in the coming years to further increase my income. I extend my heartfelt thanks to the Red Cross for changing my life and helping me secure a sustainable livelihood".

With newfound knowledge and the Red Cross's support, Sita's once barren land transformed into a vibrant turmeric field. She dedicates her time to nurturing her crop, using manure to ensure healthy growth. "The plants are so green and healthy, it's a joy to see them flourish."



» Irish Red Cross International Programme Manager, AnnaMarie, meets with Sita during a visit to Nepal in 2024.

The impact on Sita's family has been transformative. The income from her turmeric harvest has significantly eased their financial burden. "Now, I can provide for my family's needs without the constant worry. Paying my daughters' school fees is no longer a struggle."

During school holidays, Sita's daughters eagerly join her in the fields, their laughter echoing amongst the turmeric plants. "They love helping on the farm," Sita says. "Seeing the green plants makes them happy, and it makes me even happier to see their smiles."

Sita is not stopping here. She is determined to expand her turmeric cultivation in the

coming years, further increasing her income and securing a brighter future for her family. Through the support of the Irish Red Cross, Sita Sharma's story is a powerful testament to the transformative power of knowledge, resources, and the unwavering spirit of a mother's love. The Red Cross didn't just provide seeds; they cultivated hope and brought a lasting smile to Sita's face and her family's lives.

This programme is supported by:



Irish Aid
An Roinn Gnóthaí Eachtracha agus Trádála
Department of Foreign Affairs and Trade

Health and Wellbeing

The Irish Red Cross is in the heart of communities with our 73 branches throughout Ireland. We provide a range of services that support health and wellbeing to promote community resilience, while easing the burden on stretched health systems and working to reduce health inequalities.

Community supports include therapeutic hand care, skin camouflage, first aid support at events, and peer-led health initiatives within all of Ireland’s prisons.

We also support the Health Service (HSE) and National Ambulance Service (NAS). Patient transfer includes chemotherapy, dialysis, GP and dental appointments for older people who may be isolated and vulnerable.

Strategic Goal

- Readiness
- Support
- Standards
- Membership

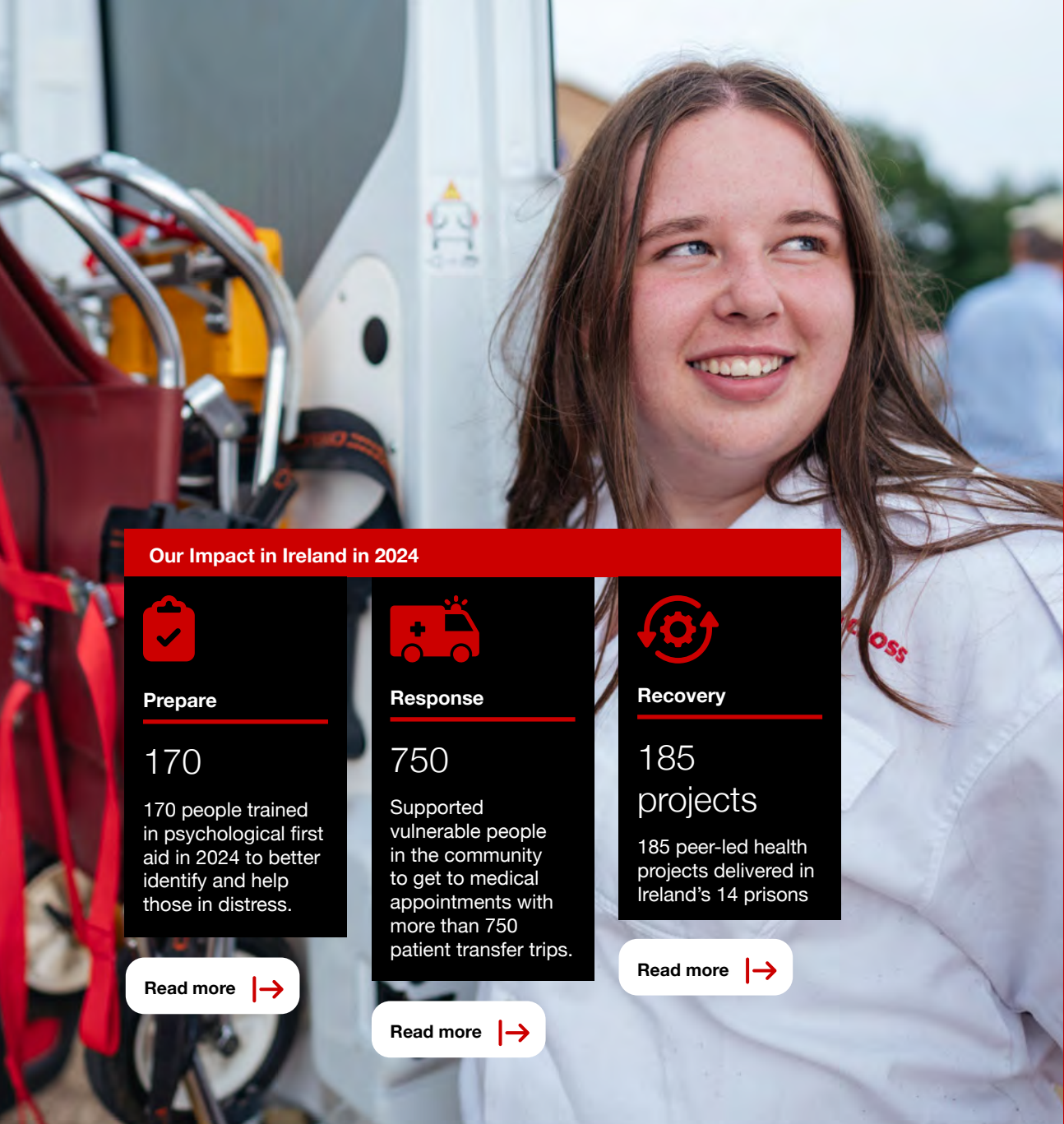
Relevant SDGs



“

From driving our ambulances or treating injuries, to helping people whose homes or businesses have been destroyed by storm damage, our volunteers use their skills, passion and kindness to help people when they need it most. Their knowledge and insight into local communities and training on how to engage with those at risk are key strengths. We cannot thank them enough for what they do to provide care in a crisis and help strengthen our local communities.

Aiden Lonergan | National Director of Community Support (voluntary position)



Our Impact in Ireland in 2024



Prepare

170

170 people trained in psychological first aid in 2024 to better identify and help those in distress.

Read more |→



Response

750

Supported vulnerable people in the community to get to medical appointments with more than 750 patient transfer trips.

Read more |→



Recovery

185 projects

185 peer-led health projects delivered in Ireland’s 14 prisons

Read more |→



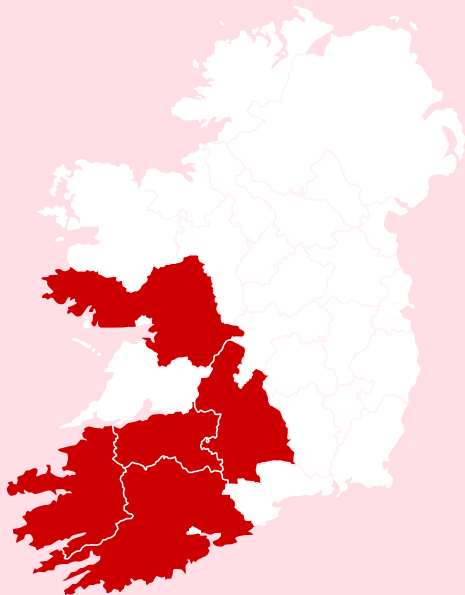
PREPARE

Enhancing our fleet for access, inclusion, comfort and safety

As part of our commitment to sustainability and preparedness, we've begun replacing older vehicles with more efficient and capable vehicles.

In 2023, thanks to €400,000 in funding from the Government's CLÁR programme—which supports rural communities to thrive—we upgraded our fleet of first responder vehicles across Galway, Limerick, Tipperary, and Cork.

Additional CLÁR funding to support Irish Red Cross with vehicles was announced in 2024.



“

The investment in ambulances and vehicles to serve local communities is a great boost for disaster preparedness, emergency response and the health of our rural communities. We are delighted to see Irish Red Cross volunteers empowered to act locally and support better outcomes for communities.

Tony Lawlor | National Director of Units, (voluntary position)

CASE STUDY

Life-Saving Journeys, Powered by Volunteers

For John O'Dwyer, every six weeks brings a critical appointment at St. Vincent's Hospital in Dublin.

There, he receives a refill of a specialised spinal implant — treatment essential to managing his chronic condition and preventing a potentially life-threatening crisis.

John lives in rural County Clare, and without the Irish Red Cross, making the long journey to Dublin would be out of reach. “Without it,” John says, “I don't know how I would get to St. Vincent's every six weeks. This service is vital — it keeps me alive.”

The Clare Branch, through its team of skilled and committed volunteers, provides door-to-door transport for John, ensuring he gets to his appointments safely, comfortably, and on time. They accompany him throughout the day, offering not just practical support but genuine care and reassurance.

If the implant was to run dry, John would face the severe and possibly life-threatening symptoms of withdrawal. The sudden loss of medication could cause dangerous disruptions to his respiratory



and cardiac function; alongside the return of the excruciating pain and spasms he endured before the implant was surgically inserted. Thanks to the medication in the implant, those symptoms are successfully controlled and Red Cross volunteers make sure it stays that way.

Their presence makes an enormous difference, not just to John's physical health, but to his peace of mind.

The Irish Red Cross supports people like John — individuals who face significant barriers in accessing treatment. It is a lifeline, powered by volunteers who give their time freely and generously to protect the health and dignity of others.

“

It's impossible to explain just how vital this is. The team's effort, skill, and dedication enhance the lives of everyone they help. I remain eternally grateful.

John O'Dwyer



PREPARE

170

During 2024, 170 participants successfully completed PFA training and we introduced tailored training for young people.



Psychological first aid training equips us with essential skills to support vulnerable people

The Irish Red Cross continues to provide Psychological First Aid (PFA) training to equip staff, volunteers, and the public with the essential skills to support vulnerable individuals in the aftermath of a crisis. This training is crucial, especially in today's challenging climate, and is offered free of charge with the support of our dedicated volunteer trainers.

The core principles are **Prepare, Look, Listen, and Link**. It supports people to identify those in distress and support them.

We are committed to expanding access to PFA training and ensuring our teams are well-prepared to offer compassionate psychological support when it's needed most.

» Irish Red Cross volunteer undertake welfare checks to support those who are vulnerable and isolated as a result of damage caused by severe weather.



RESPONSE



Touch therapy making an impact in the community – Therapeutic Hand Care

Therapeutic Hand Care is delivered by Irish Red Cross volunteers who are trained to give a hand massage and manicure to patients in hospitals, nursing homes, hospices, day care centers and to people in their own homes. This touch-based treatment involves spending time with the patient, which is often the most valued aspect of the service.

The programme was reinstated in 2023 following a pause during the pandemic years and we expanded our base of trained volunteers during 2024.

Two of our practitioners, Agnes Johnson and Frances Kenny showcased the unique and compassionate care they deliver at a special gathering of Irish Red Cross supporters in December. All therapeutic care practitioners now require Garda vetting in compliance with regulations, updated in July 2024. We are identifying and supporting volunteers to apply for vetting, so we are ready to ramp up in 2025.

» Training workshop for Irish Red Cross volunteer Therapeutic Hand Care practitioners



RESPONSE

Skin Camouflage Service rebuilding confidence

The Irish Red Cross Skin Camouflage Service is a voluntary initiative that uses specialised cover creams to help improve the appearance of scarring, tattoos, and disfiguring skin conditions. This service provides discreet and compassionate support to individuals seeking to restore confidence in their appearance. After more than four years, the Community Support Skin Camouflage Service resumed taking appointments. Clinics were successfully held in Crumlin, with additional services resuming in Cork and Donegal.

These sessions mark an encouraging step forward in rebuilding this valued service and increasing its availability to those in need across Ireland.

2

Two clinics were held in Crumlin during September and November.

7

A total of seven clients attended their appointments across both sessions.

“

I was really impressed with the whole process. You all were very friendly and positive. Information about ordering products was helpful. This clinic is very helpful for the people who suffer from skin conditions.

Client

Supporting those in need in our communities

Thanks to the continued generosity of Procter & Gamble, and the dedicated efforts of volunteers, numerous collections of hygiene and cleaning supplies were distributed throughout 2024. These in-kind donations have significantly supported a wide range of charities, providing essential household and personal hygiene products to individuals and families in need.

In Galway, three van loads of hygiene, cleaning, and washing supplies were distributed to various charities, including:

COPE Galway

Supporting men’s and women’s homeless shelters, and a women’s refuge

Simon Community

Assisting individuals in both men’s and women’s shelters

Cancer Care West

Aiding residents undergoing cancer treatment, many of whom arrive without basic toiletries

Cuan Mhuire

A drug and alcohol addiction treatment centre housing 90–100 residents at a time. They expressed gratitude for items such as shampoo, toothpaste, sanitary pads, washing detergents, and cleaning supplies. These donations result in meaningful cost savings and improved daily living for their residents.

St Vincent de Paul (SVP) Galway

Supporting 60 - 80 families, through their work with Tusla workers, food banks and four IPAS centres.

Mayo Women’s Refuge

Serving individuals experiencing extreme financial hardship, with a need for household essentials

In Cork, a van load of hygiene and cleaning supplies was distributed to:

Edel House

A women’s refuge that supports 70–80 clients at any given time

Feed Cork

A food bank that supports approximately 200 families daily

“

The investment in community first responder vehicles is a great boost for disaster preparedness, emergency response and the health of our rural communities. We are delighted to see Irish Red Cross volunteers empowered to act locally and support better outcomes for communities.

Tony Lawlor | National Director of Units (voluntary position)



RECOVERY

Community Based Health & First Aid Prison Programme

This programme empowers and trains volunteers within the prison community to engage in peer-to-peer health promotion. The participants become Irish Red Cross volunteers, they attend workshops, trainings, develop and execute projects and graduate from the programme.

During 2024, 80 volunteers participated in the programme. They helped to develop and roll out 185 projects across Ireland's 14 prisons, demonstrating huge innovation and greatly contributing to improved health and wellbeing in prisons and better outcomes for the individual participants.

The programme extended its reach into the community also. 22 workshops were facilitated across the five probation regions and 208 people participated.

Overdose Prevention workshops run on a regular basis in all prisons. Training was provided for new groups of volunteers and those previously trained, to ensure each prison is self-sufficient to run these workshops. 72 new Overdose Prevention Facilitators were trained. In addition, the annual 'staying alive at Christmas campaign' ran in each prison to raise awareness about the dangers of drug use as a means of 'coping' during this difficult time for prisoners and their families.

Volunteers in all prisons supported the annual **mental health week** event in February. Their role involved encouraging their peers to attend various talks and workshops. They created posters and agendas for dissemination.

Volunteers in Limerick Female Prison assisted prison management with a **Hepatitis awareness campaign** to address the reinfection rates among the female prison population and intelligence on the engagement in 'risky behaviours' such as tattooing and piercings. Volunteers have developed posters and become peer educators in a hepatitis awareness workshop.

Christmas food and clothes appeal

The Irish Red Cross volunteers in some prisons ran food and clothing drives in November and December to support various charities engaging with homeless people. Prisoners, their families and prison staff were incredibly generous with cash, food, clothing and bedding donations.

Expanding community-based health outside of prisons – pilot planning

Our long-term vision is to adapt and operate a community-based health programme outside of prisons, building on the success of peer-led mobilisation. A pilot is planned for 2025 in Tallaght in partnership with Deonach. This will provide a pathway to employment and volunteerism through the development of skills, confidence and experience of working as part of a team, while also supporting resilience and skills-building for the local community.

We established a working group with Deonach in September 2024 with regular meetings to plan the pilot and engage a pool of 30 potential participants. Deonach will support participants throughout the pilot. Graduates will be eligible to become Irish Red Cross volunteers and contribute to our prison focused work as facilitators.

Global recognition for our prison community-based health programme

During 2024, the Irish Red Cross programme was presented as a valuable and replicable approach to prison directors from across Europe by the IFRC Global Hub.

The European Centre for Disease Control (ECDC) recognised our work as the most promising approach in Europe to address their project to eliminate Hepatitis C in European Prisons 2030. Our published experience demonstrated high levels of prisoner participation in mass testing and case finding projects in Irish prisons as a replicable model.

Contributing to the development of global tools, training, standards and impact indicators

We are working with ICRC and IFRC to develop and refine key standards that ensure clarity and safety around a global standard for national societies that wish to implement the programme in prisons. Our programme materials and reports will be published on a dedicated website by the IFRC Global Hub in 2025, along with the work of Red Cross societies in France, Australia and Norway.

We are supporting two academic studies to help establish global impact indicators for the programme – one in collaboration with the University College Cork is scoping published and grey literature on community-based health and first aid in detention settings. The second study commenced in 2024 is linked to the University of Western Ontario Canada. It aims to gather experiences of the adaptation of Irish Red Cross programme to other jurisdictions. The report will be available in 2025.



» Demonstration of life-saving first aid skills learned as part of the Irish Red Cross programme in prisons.

CASE STUDY

Empowering Change Behind the Walls: A Volunteer's Journey in Portlaoise Prison

A volunteer with the Irish Red Cross Community Based Health and First Aid (CBHFA) programme in Portlaoise Prison reflects on how humanitarian service has shaped his life — and continues to do so today.

“My relationship with the Red Cross began when I was in elementary school in my home country,” he explains. “I was a Scout, and being a Scout meant being part of the Red Cross. That’s where I learned the value of helping others.”

As a young person, he supported a range of initiatives—from teaching handwashing to preschoolers to leading CPR sessions and supporting emergency response. Years later, in custody in Ireland, those early lessons took on new meaning through CBHFA.

“

Here in Portlaoise, I’ve discovered a new purpose. The programme empowers us to be role models—wellbeing and healthcare advocates—not only trusted by those around us, but by prison staff too.

He describes the programme as more than health education. “CBHFA transforms the whole prison community. It contributes to wellbeing, yes—but also to personal growth, a sense of purpose, and rehabilitation.”

Through the programme, participants are trained to identify health needs, promote peer education, and support one another in practical and compassionate ways.

Now a trusted peer leader, he says the programme has helped him reconnect with who he was—and who he still wants to be. “Being part of this makes me feel that humanitarian service can still reach us—without borders, without judgement. It reminds me that we’re more than our past mistakes.”

Thanks to the collaboration between the Irish Red Cross and the Irish Prison Service, volunteers are proving that dignity, trust, and leadership can thrive in custody.

“

What I’ve learned is that the principles of humanitarian service stay the same—no matter where you are or what culture you come from. Empowering people to care for others creates positivity, even in places like this. Even our challenges can become catalysts for meaningful contributions. First aid, health education—these are ways to build community, even behind walls.

Migration and Displaced People

Forced Migration in 2024: A Year of Change, Support and Solidarity

2024 was a year of political change in Ireland, marked by a general election and wide-ranging public debate. Migration emerged as a central topic, reflecting both the complexity of the issue and the real pressures faced by communities and systems across the country.

Against this backdrop, Ireland continued to welcome people fleeing conflict, persecution and crisis — including many who arrived here, never imagining they would have to leave their homes. Starting over in a new country, often while coping with trauma, loss and uncertainty, brings challenges that go far beyond housing or paperwork.

One of the most significant developments in 2024 was the Government's planned transition away from the Temporary Protection Directive (TPD), which has provided vital support to tens of thousands of Ukrainians since 2022. This shift marked a move towards more long-term migration and protection planning, alongside Ireland's alignment with the EU Pact on Migration and Asylum.

As Ireland's migration approach continues to evolve, what remains clear is the power of community and connection. The challenges of forced migration are complex, but the kindness shown by Irish households, the commitment of volunteers and staff, and the resilience of those who have arrived here — all reflect what's possible when care and compassion lead the way.

Strategic Goal

- Readiness
- Support
- Standards
- Sustainability

Relevant SDGs



Our Impact in Ireland in 2024



Prepare

3,200

The Irish Red Cross received 3,200 pledges of accommodation in 2024, showing continued generosity of households across the country.

[Read more](#) →



Response

2,906

2,906 hosts supported Ukrainians by giving a room or a home.

20 people reunited

20 people reunited with 81 family members as part of our Restoring Family Links Programme.

[Read more](#) →

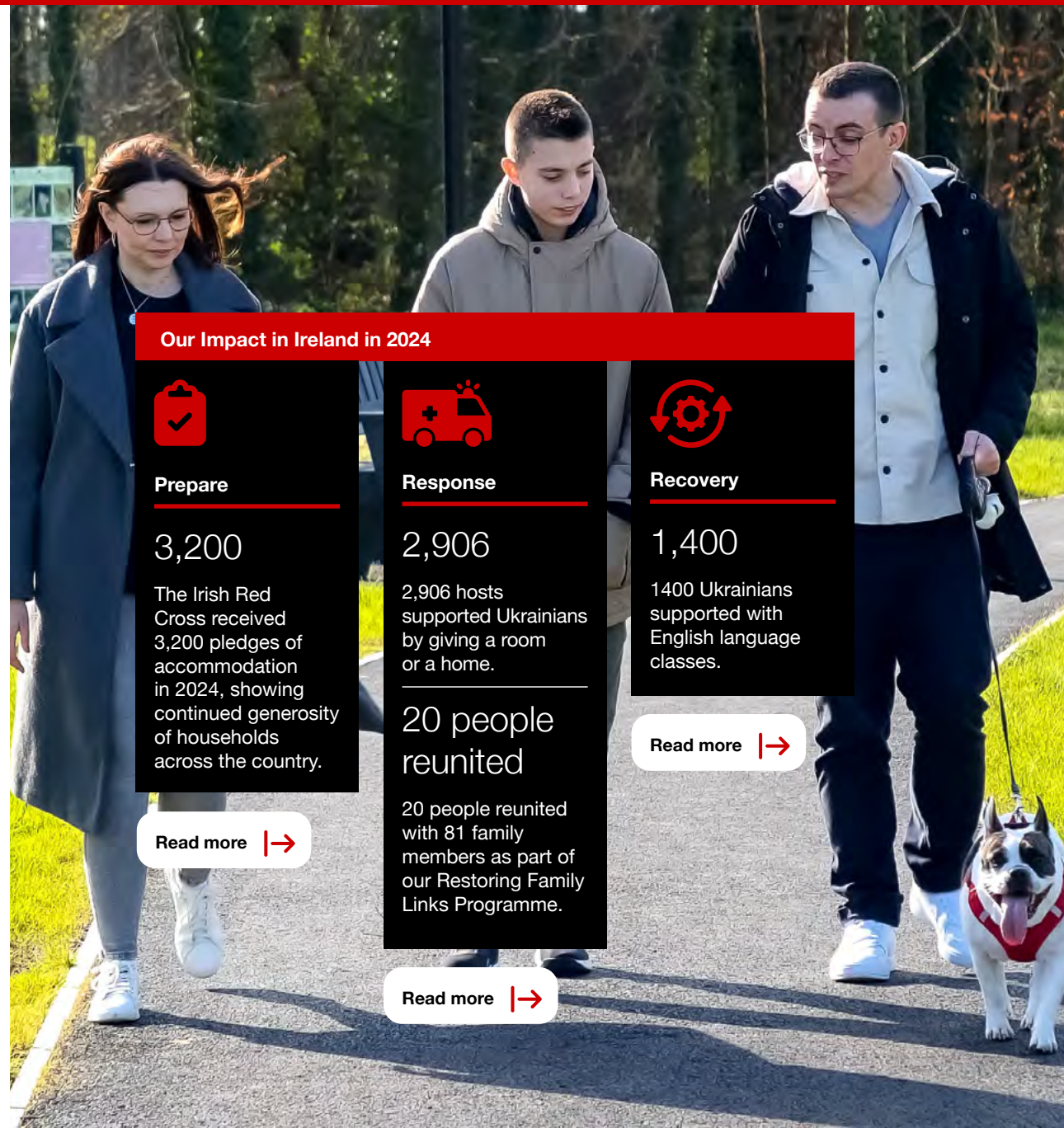


Recovery

1,400

1400 Ukrainians supported with English language classes.

[Read more](#) →



Changes in migration policy

While challenges around housing shortages, pressure on public services and geopolitical instability tested national and EU systems, the Irish Red Cross, in its auxiliary role, continued to provide vital support for people fleeing conflict and seeking protection.

The Accommodation Recognition Payment was extended in March 2024 for a further 12 months, acknowledging the continued generosity of Irish households in providing shelter to those displaced by conflict as well as to alleviate pressure on state-provided accommodation services. The pay rate remained at €800 per month for 2024, a support valued by householders to help them with the costs incurred while hosting. We had ongoing engagement with government officials on the success of the scheme, sharing a comprehensive review, highlighting its cost-effectiveness and integration benefits.

In June 2024, the Temporary Protection Directive was extended at EU level until March 2026. This provided some welcome short-term certainty for

Ukrainians rebuilding their lives in Ireland. We support longer term residency options to be provided for those who wish to remain in Ireland as well as options for return to Ukraine when safe to do so, if desired. We are engaging with other National Societies on best practice to support the transition out of the Temporary Protection Directive.

Another significant development in June 2024 was Ireland's decision to opt into the EU Pact on Migration and Asylum, marking a major shift in migration policy. Requirements under the Pact introduce new measures for Ireland, such as detention, enhanced border controls and a drastically reduced time frame for asylum applications to be processed. While the Irish Red Cross has concerns about some elements of the EU Pact, its implementation creates an opportunity and funding to improve Ireland's asylum system. We continue to engage with government officials on how it can be implemented in a humanitarian way. The EU Pact is to be in force in EU member states from June 2026, resulting in a short but crucial window for consultation and implementation planning.

» Deirdre Garvey, Secretary General and Niall O'Keeffe, Head of International & Migration chat with Ukrainian guest Olexandra and Irish host Siobhan.



RESPONSE

Ukraine Response Programme

2024 was our third year to offer accommodation support to Ukrainian Beneficiaries of Temporary Protection (BOTPs) with Irish households who offer a room or home through our Register of Pledges platform.

At the end of 2024, we had over 3,200 active pledges through the work of our team and a consortium of partners we led, including IOM and Helping Irish Hosts.

The success of this programme is largely due to the incredible response and generosity we continue to see from the Irish public. Since the start of the response our team and its Consortium partners have supported 6,132 BOTPs in 3,136 homes. In 2024 alone, we facilitated the accommodation of 2,906 people, in 1,717 placements across the country.

77% of displaced people in host accommodation feel welcome, according to Safe Homes report.

The Safe Homes programme, funded by the European Union's Asylum, Migration and Integration Fund (AMIF) and led by the IFRC,

was implemented across nine Red Cross-National Societies, including the Irish Red Cross. It focused on the unique solidarity shown by individuals and families across Europe who opened their homes to people displaced from Ukraine.

In Ireland, the programme centred on researching the experiences of both hosts and guests. Beginning in August 2023, the Irish Red Cross undertook in-depth research to understand how hosting arrangements were established and sustained, what supports were most effective, and how these experiences shaped integration outcomes. The findings culminated in the publication of Pledging your home: a spotlight on Irish hospitality for those displaced from Ukraine in May 2024.

77% of displaced people in host accommodation feel welcome, according to Safe Homes report.

6,132

BOTPs supported



RESPONSE

Key findings:

Hosting, once provided with the necessary wraparound supports for both hosts and guests, is an excellent “soft landing” for displaced people as they adjust to their situation.

A consortium partnership model is an effective means to improve communication and coordination across multiple actors involved in crisis response, resulting in more efficient matching of hosts and guests and better on-the-ground supports.

77% of displaced people in host accommodation feel welcome locally, yet integration is shaped by Ireland’s strong urban/rural divide, with transport and childcare some of the most immediate challenges to entering the workforce for many in rural settings.

During 2024, we looked to build an understanding of the experience of hosting. All recipients of the Accommodation

Recognition Payment were invited to participate (+11,000) in an online survey and we received over 1,600 responses. Through this survey we found that over 80% of hosts are not only happy to host, but willing to continue into the future. We will publish our insights regarding the experience of hosting in early 2025.

Our focus is on enabling families to become embedded into their communities, moving beyond pledged accommodation and into independent, sustainable living. Through the three-year response to the war, Ukrainians have become a vital part of Irish society, and we hope to continue to support and enable the individuals and families into independent living in Ireland.

80% of hosts are willing to continue hosting in the future.

Our volunteers support community integration

During 2024, we expanded our network of Local Links volunteers to over 350 people, doubling from the previous year. These volunteers assist Ukrainian families with transport, accessing local services, integration into local communities and are a friendly face for a family in the community when they arrive to their new, temporary home. During 2024, they ran appreciation and recruitment events in Sligo, Donegal and the Midlands to engage with potential and current hosts and guests in the Ukrainian response programme.

Many of our branch volunteers organised events and training courses to support Ukrainians who had relocated in their local area with the support

of integration funds. First aid training equips people with valuable skills to support their family and community, helping to rebuild confidence and increase self-esteem. Cardiac first responder training was offered to Ukrainians by branches in Waterford city (10 participants), Dundalk (12 participants) and Drogheda (14 participants). Across the country, we also welcomed Ukrainians who chose to volunteer with some of our local branches.

Our branches in Nenagh, Tipperary and in Waterford city led the way. Our Waterford city branch hosted a weekly coffee morning, held a children’s party at Easter and arts and crafts activities. Plans are underway to launch an integration café in Dundalk in 2025.

» 1,600 people participated in the Irish Red Cross survey to share their experience of hosting, the largest survey of its kind. The findings largely demonstrate positive experiences for hosts and BOTPs.



VOICES OF WELCOME: Hosting as an accommodation solution amid mass migration flow

AN IRISH RED CROSS SURVEY OF HOSTS
WELCOMING THOSE DISPLACED FROM UKRAINE



CASE STUDY

Natalia's Story: A Heart for Helping Others

Natalia arrived in Ireland from Ukraine in May 2022. Today, she works as a locum accommodation manager in Tipperary and volunteers as an Emergency Medical Technician (EMT) with the Irish Red Cross.

"The Red Cross were the first people I met in Ireland," she recalls. "They were at Shannon Airport, helping and chatting with us. When I had no way to get to my accommodation in Templemore, they brought me there themselves. That kindness stayed with me."

Soon after, Fiona and her father John, long-standing volunteers from the Roscrea branch, visited the convent where Natalia was staying to drop off supplies. "They asked if I wanted to join the branch," Natalia says. "I said yes straight away. I felt so welcomed - I wanted to give back."

She started attending branch meetings and local events, where she learned just how active the Irish Red Cross is at community level. "I thought the Red Cross was only for wars or disasters, but there's so much more—medical support, training, and volunteering at events."

With the encouragement of her branch, Natalia completed first aid, CPR, and Emergency First Responder training. "It was difficult at first with the language barrier, but Fiona supported me

every step of the way. After my mock exam, she said, 'Congratulations, you passed!' I couldn't believe it was real."

Building on her new skills, Natalia decided to train as an EMT—despite hearing how tough it would be. "I told myself, if I pass, great. If not, that's OK too. I ended up getting 92%! I was so happy."

Natalia uses her skills regularly, volunteering at sports events, car rallies, and horse races. "We always hope nothing happens, but it's great to know we can help. I love talking to patients, making them feel comfortable—kind words are powerful."

Beyond her Red Cross work, Natalia supports her local community and encourages other Ukrainians to integrate. "We joined Tidy Towns, got involved with the church, I joined the Lions Club. I tell people: the war didn't end in six months like we thought—it's been more than two years. We're still here. You have to be part of the community."

Natalia is proud of the life she's building in Ireland. She dreams of becoming a paramedic. "I never thought I'd end up here. But I love Tipperary. The people are kind. I'm 45—but it's never too late. Not in Ireland."



“

We always hope nothing happens, but it's great to know we can help. I love talking to patients, making them feel comfortable—kind words are powerful.



RESPONSE

Supporting Ukrainians in Ireland: Evolving from Svitlo to Longer-Term Mental Health and Integration Support

Since the war in Ukraine began, the Irish Red Cross has supported thousands of Ukrainians forced to flee their homes and rebuild their lives in Ireland. In 2024, we deepened and expanded this support—transforming our initial response programme, Svitlo (meaning “light” in Ukrainian), into a longer-term, structured response with a central focus on mental health, integration and community empowerment. The generosity of the Irish public is what made the Svitlo programme possible. We cannot thank our supporters enough.

Svitlo Programme (2023–2024): Foundation for Integration and Healing

Launched in 2023, the Svitlo programme aimed to address the core needs of Ukrainians arriving in Ireland - many of whom faced isolation, uncertainty, and psychological distress. In 2024, the programme offered critical community-based support, including:

Mental health

5

Developed Narrative Exposure Therapy capacity and identified and trained five Ukrainian native speaking therapists.

83

Ukrainians participated in narrative exposure therapy funded by Svitlo.

40

Translated a 40-hour Grief Counselling online training, Shapes of Grief, into Ukrainian so it could be freely available to the hundreds of Ukrainians who utilised this service in 2024.

493

Psychological First Aid (PFA) training was provided to 493 community members across Ireland so they could provide support to the communities in their area.

This strong foundation and consistent engagement provided the momentum to scale up our trauma support work, respond to emerging needs, and secure further investment in mental health programming.

Ukraine Community Centre, Rathmines

- Wellbeing activities at the Ukraine Community Centre in Rathmines, Dublin, were supported through EU funding from July 2024. Activities included yoga, pilates, dance, art therapy, coaching, a club for older people, and intercultural events. A total of 8,366 individuals attended activities provided through 1,454 separate classes in 2024.
- Creative outlets and safe spaces for teenagers and children: summer camp (4), vocal studio, knitting, hip-hop, K-pop, actor school, and circus gymnastics.
- Intercultural connection: events with Ukrainian writers (6), directors and musicians (2), and shared community projects like a Riverdance masterclass, gardening, concerts (2) and family picnics (2).
- Information access: legal clinics, information sessions with Tusla and Gardaí, and focus groups on integration and shared accommodation.

We collaborated with WE ACT, funded by Svitlo, to spotlight positive stories of migrants and their contributions to Irish society, to counter rising narratives of intolerance and showcasing the value and importance of migration. At its core this project showcased stories of successful community integration and cohesion through digital and traditional media channels. It countered negative stereotypes and promoted the resilience, determination, and generosity of migrant people. The outputs included twelve in-depth stories on We Act digital platforms, four campaign story videos, a regional outdoor advertising campaign, bus advertising and radio and podcast advertising targeted at listeners in strategic regional locations. By the end of 2024, the videos had more than 1.2million views and stories on social media had reached more than 2.4million people.

Public funding also supported with urgent needs of Ukrainians arriving in Ireland including transport to get to accommodation, repairs to pledged accommodation to ensure suitability and costs of essential household items like mattresses, bedding and cooking utensils.

We provided essential language skills for Ukrainians in Ireland. The classes were provided both online and in person during the first half of 2024. A total of 1,400 Ukrainians were supported with English Language Training. Over 650 people have progressed to secure employment and over 250 have moved onto further education.

Mental Health and Trauma Therapy: A Strategic Shift in 2024

The emotional impact of forced migration is profound. Since the beginning of the war in Ukraine, people have arrived in Ireland carrying invisible wounds — grief, anxiety, and post-traumatic stress. Many never had time to process what they had been through. The needs assessments of newly arrived Ukrainians were consistently showing the need for trauma support. While the Irish Red Cross does not have a history of delivering this type of support, we quickly activated a response bringing in skilled professionals and recruiting five Ukrainian psychotherapists who themselves were survivors, newly arrived in Ireland. We were keen to engage native Ukrainian speaking therapists as this is a key factor in building trust in the relationship with the client, as opposed to engaging via an interpreter. Since October 2023, 254 Ukrainians have received trauma therapy with Irish Red Cross therapists. This powerful intervention helps them process trauma, reframe memories and regain control of their mental health. By learning practical techniques, clients are empowered to manage their wellbeing and support others facing similar challenges. Targeted mental health support is vital for conflict-affected populations who are prone to experience significant mental disorders — far higher rates of PTSD, depression and anxiety.



RESPONSE

New Multi-Year Integration Programme (2024–2027): Funded by AMIF

In April 2024, we won the tender for EU funding from the Asylum, Migration and Integration Fund (AMIF) to continue our evidence-based trauma programme for three years from 2024 – 2027. This multi-annual secure funding means we can support the mental health needs of more Ukrainians and other migrants in Ireland, helping them to rebuild their lives and thrive. By 2024, this had grown into one of our most impactful interventions, with measurable success:

- From the 254 mentioned above, 151 Ukrainian clients (funded by AMIF) received trauma therapy in their own language, with an average 40% reduction in PTSD symptoms and an outstanding 92% completion rate, well above international benchmarks.
- Five Ukrainian psychotherapists—newly arrived and trained in Narrative Exposure Therapy—delivered trauma-informed care. In 2024, we expanded the team to include English, and Russian-speaking therapists, with additional capacity in Arabic and French planned in 2025. The programme is delivered nationally online, ensuring equitable access regardless of location.

It also provides funding for English language support classes and employment skills training, which will begin in 2025, as well as funding for family reunification to support with 100 tracing and reunification applications and with travel assistance for 75 individuals.

CASE STUDY

Violeta – Healing Others While Rebuilding Her Own Life

When Violeta arrived in Ireland after fleeing the war in Ukraine, she brought with her not only personal trauma but professional expertise.

A trained psychotherapist, Violeta had worked with trauma survivors for years in Ukraine. In 2023, she joined the Irish Red Cross mental health programme supporting displaced Ukrainians—offering therapy in a language and cultural context her clients could truly connect with.

“When people come to me, some haven’t slept in weeks. Others cannot speak about what they’ve seen. But when they realise I understand—not just their words, but their pain—it’s the beginning of trust.”

The Irish Red Cross programme, launched in late 2023, offers free online therapy to Ukrainian refugees in Ireland, delivered by

Ukrainian-speaking professionals like Violeta. Using evidence-based methods such as Narrative Exposure Therapy (NET), the service provides up to ten individual sessions per client—helping survivors process trauma, regain stability, and begin to heal.

For Violeta, the work is deeply personal. “I escaped the same war. I know the loss of home, the fear for your family. But now I can use my skills to help others find peace again.”

She recalls one client who had not spoken about her journey since arriving in Ireland. Through NET, they slowly rebuilt her life story together, weaving traumatic memories into a broader narrative of strength and survival. “After a few weeks, she told me, ‘I can sleep now. I don’t cry anymore.’ That is why I do this.”

Therapists like Violeta offer culturally informed care, empathy rooted in shared experience, and professional guidance on the path to recovery.

“The trauma doesn’t vanish,” Violeta says. “But with the right support, people can learn to live with it and live fully again.”

Her story is a powerful reminder: healing is not only possible—it can be passed from one survivor to another.



The trauma doesn’t vanish, but with the right support, people can learn to live with it and live fully again.

Violeta





RESPONSE

IFRC Project supporting Ukrainian Mental health activities

In July 2024 we secured a one-year EU-funded project (EU4Health grant) funding to build the skills of Ukrainian communities to support one another through psychological first aid. This also included an expansion of Psychological First Aid training and new mental health methods like Self Help Plus and Problem Management Plus, in partnership with the IFRC.

The grant also supported front line workers who support Ukrainians in community organisations, as well as deepening our mental health capacity.

Community and Sectoral Impact in 2024

In addition to direct support for Ukrainians, the Irish Red Cross helped build understanding and capacity across Irish society:

- Trauma and crisis intervention workshops were held in Dublin, Sligo, Limerick, Cork and Tralee, reaching 102 frontline workers from Irish Red Cross, Local authorities, Non-Government Organisations, community centres, homeless services providers, rape crisis centres, and accommodation providers.
- The workshops covered trauma fundamentals, de-escalation techniques, and real-life case studies. The attendees appreciated the practical learning approach and reflected that they now have a better understanding of the complexity and impact of trauma and how to support individuals appropriately by assessing their state and recognising triggers. This knowledge enabled them

to approach situations without judgment, ask open questions, share concerns with colleagues, and refer cases to more qualified professionals when necessary, while keeping their own emotions in check. Further workshops are scheduled for Cork and Galway in early 2025.

“

2024 marked a turning point. What began as an emergency response through the Svitlo programme has evolved into a comprehensive, long-term investment in the resilience and recovery of Ukrainian people living in Ireland. With sustained support from AMIF, the IFRC and the European Commission, the Irish Red Cross is proud to lead one of the most ambitious and human-centred trauma and integration programmes for displaced populations in Europe today. We remain committed to helping Ukrainians in Ireland not only recover from the trauma of war, but to rebuild their lives, thrive, and contribute meaningfully to Irish society.

Sharon Commins | Head of National Services



CASE STUDY

Training that saved a life

It was just after midnight when a terrified scream broke the silence in a hotel that had become a temporary home for many Ukrainian people who fled to safety in Ireland. Alina, a young mother, was in distress. Her three-month-old son, Tymofii, had stopped breathing after choking while being fed.

In that critical moment, Yurii Voronin, another resident of the hotel, sprang into action. Having recently completed first aid training with the Irish Red Cross, he knew exactly what to do. He quickly cleared the baby's airway, administered rescue breaths, and performed CPR.

And then... the impossible happened. After several tense minutes, the baby coughed, and his tiny chest began to rise and fall again.

By the next day, doctors confirmed that Tymofii was out of danger. Overwhelmed with relief and gratitude, Alina repeated the same words again and again: "First aid training saves lives."

Thanks to Yurii's quick thinking and the skills he learned from the Irish Red Cross, a family was spared an unthinkable tragedy.



RESPONSE

Welcoming seriously ill Gazan children to Ireland for medical treatment

In December 2024, we were delighted to join government officials to welcome the first group of seriously ill Gazan children and their families to Ireland.

For many of these children, their medical treatment was interrupted due to the ongoing conflict. The Irish government had announced in September 2024 their commitment to bring up to 30 children, and their families, to Ireland to receive medical treatment in response to the request of the World Health Organisation (WHO).

The co-ordination of the medical evacuation took months of international collaboration and close working with government departments.

The Irish Red Cross is providing practical supports for the families, including accommodation and wraparound casework support with Arabic-speaking workers to help them access the supports they need and to navigate life in Ireland. We are very proud to provide support to these families.

“

The situation for children in Gaza is dire, and especially so for those with medical needs. We are delighted to work alongside the Irish government to welcome these sick children and their families to Ireland so they can access vital medical treatment. We walk with people from crisis to stability, helping them rebuild their lives. We couldn't do this without the generosity of the public and our incredible volunteers who give selflessly of their time to organise welcome packs and to drive people to hospital appointments.

Niall O'Keeffe | Head of International & Migration

CASE STUDY

Now They Feel Safe – A Caseworker's Story

When I first met the Gazan families at the airport hotel just before Christmas, it was nearly midnight.

They had just arrived after a long journey—eight families, each with a very sick child, and the loved ones caring for them. We came prepared: winter jackets, blankets, and the Red Cross emblem on our jackets to help them feel safe.

That first night, they were exhausted, nervous but full of hope. Ireland was entirely new: a different language, a bitter winter, a medical system they didn't know how to navigate. I was nervous too—afraid I wouldn't be able to help in an emergency if we didn't yet understand each child's condition.

We supported them step-by-step. I gave them my mobile number and told them to call me anytime, day or night. I helped them get to their first hospital appointments in Irish Red Cross ambulances, with our volunteers trained as EMTs. It was a huge relief knowing those children were in safe hands right from the start.

From there, we moved on to daily life. I showed one mum how to use Dublin bus. Her children were thrilled to sit upstairs! That same mum can now teach others. We shopped together for familiar ingredients, practiced using self-scan checkouts, and figured out how to use heating systems and electric blankets safely. Even small things—like collecting social welfare or understanding pharmacy prescriptions—were new, and I was there to guide them.

The children are already exploring their new surroundings with wonder. One of the things they love most is playing on the grass where they live. For many of them, it's the first time they've had the freedom and safety to do something so simple and so joyful.

It's not just about surviving - it's about dignity and rebuilding their independence.

We speak Arabic, and we understand the cultural nuances. That helps a lot. Still, I often use Google Translate to explain medical terms. The families now know the hospitals, their doctors, and how to get to appointments on their own. They're more confident every day.

When I ask how they're feeling now, the answer is always the same: safe and free. And that, for me, makes everything worth it.

“

It's not just about surviving - it's about dignity and rebuilding their independence.

Irish Red Cross caseworker



RESPONSE

Irish Refugee Protection Programme

In response to the global refugee crisis, the Government of Ireland established the Irish Refugee Protection Programme (IRPP) in 2015.

The IRPP is a national initiative aimed at offering protection and durable solutions to programme refugees through coordinated accommodation and resettlement supports. It is designed to enable refugees to integrate into Irish society and achieve long-term self-sufficiency.

The Irish Red Cross plays a pivotal role in the implementation of the IRPP as an auxiliary to the Irish Government. Since the inception of the programme, we have been a key operational partner—particularly in coordinating public support through the Register of Pledges, a national platform that enables members of the Irish public to offer accommodation and other supports to programme refugees from countries such as Syria, Afghanistan, and Myanmar.

In 2024, the Irish Red Cross Resettlement Team supported a total of 85 programme refugees, including 55 refugees from Afghanistan, 27 refugees from Syria, 3 refugees from Myanmar.

85

programme
refugees

55

refugees from
Afghanistan

27

refugees from Syria

3

refugees from
Myanmar

CASE STUDY

Habiba Frough: A Journey of Survival and New Beginnings

As a Hazara girl growing up in Afghanistan, Habiba Frough lived under the shadow of constant danger.

The Hazara community has long faced brutal discrimination and targeted violence. For girls like Habiba, the simple act of going to school or walking down the street could lead to harassment—or worse. “I didn’t leave because I wanted to,” she says. “I left because I had no choice.”

Fearing for her life, Habiba fled across the border into Iran. But life there was also filled with hardship. Without legal status, she was unable to work, study, or live freely. After months in limbo, she sought asylum in Ireland, arriving alone in May 2022.

Habiba was placed in the Emergency Reception and Orientation Centre (EROC), where she would live for more than two years. The safety of Ireland

was a relief, but the isolation was overwhelming. She didn’t speak the language, had no family nearby, and struggled to understand everyday systems like public transport. “In Afghanistan, we are always surrounded by family,” she explains. “Here, I feared I would be alone.”

That began to change when she was connected with the Irish Red Cross. Through dedicated caseworker support, Habiba received help navigating health care, accessing education, and building a sense of community. She was enrolled in English classes, offered trauma-informed support, and connected with other young women facing similar challenges.

In August, the Irish Red Cross supported her move into shared accommodation with peers her age. Habiba also found part-time work, giving her a sense of independence and routine—though the cost of rent and transport still limits her resources. Despite the challenges, she is full of determination and hope.

Habiba now looks forward to pursuing further education—something denied to many girls in Afghanistan. Her journey is a powerful reminder of what people can overcome when given safety, dignity, and the support to begin again.

“

The Red Cross helped me feel visible, they saw me not just as someone who fled, but as someone who could thrive.

Habiba Frough



RESPONSE

Restoring Family Links

We work to reunite families who have been separated by war, forced migration or other circumstances.

During 2024, we maintained close communication with International Committee of the Red Cross (ICRC) delegations worldwide, as well as partner National Red Cross and Red Crescent Societies, to support tracing and family reunification efforts. Our team continued to collaborate with the ICRC Mission in London to strengthen service capabilities and engage with international colleagues to refine practices related to conflict-affected contexts globally.

In Ireland, we remained actively involved with service users, offering a range of support services. Among the most requested were tracing services, applications for ICRC Emergency Travel Documents, and Family Reunification Travel Assistance. Additionally, we conducted a needs assessment on Restoring Family Links services to identify gaps in migration support within Ireland, enhance service outreach and add value where needed.

The Family Reunification Travel Assistance Programme continued to facilitate travel for individuals granted family reunification approval by Irish authorities. Demand for assistance through this initiative, run in partnership with the International Organisation for Migration, saw a significant increase compared to the previous year.

In 2024, most tracing cases were related to Somalia, primarily involving unaccompanied minors referred to the Irish Red Cross by TUSLA. The second-largest group of cases stemmed from the Russia-Ukraine conflict. This year's highlights included the release of two individuals, related to Ukrainians in Ireland, as part of prisoner-of-war exchanges. Additionally, a Syrian resident in Ireland was successfully reconnected with his wife after she was rescued from a sinking ship in the Mediterranean.

Among the most requested were tracing services, applications for ICRC Emergency Travel Documents, and Family Reunification Travel Assistance

CASE STUDY

Bringing loved ones back together – Family Tracing

For Sean Keeley from Ballinasloe, Co. Galway, family has always been at the heart of the holidays.

Every December, without fail, he and his cousin Jack, who has lived in Australia for many years, exchanged Christmas greetings—a tradition spanning decades. But after their last conversation in December 2023, something changed.

In Spring 2024, Sean noticed a missed call from Jack. His relief quickly turned to worry when he discovered the number was disconnected. Unable to reach his cousin, Sean grew increasingly concerned, and turned to the Irish Red Cross tracing service for help seeking to reconnect with his last surviving cousin.

Determined to assist, we gathered key details about Jack's life and reached out to our colleagues at the Australian Red Cross. Our search led us to a vital clue: Jack had been a member of a senior's walking group in his local area. Through tireless efforts, the Australian Red Cross contacted multiple walking groups, hoping for a lead.



Then, in May, we received the news we had been waiting for. A man who held Jack's Power of Attorney (PoA) came forward, confirming that Jack was alive but living with dementia. Since August 2024, Jack had been in a nursing home, receiving the care he needed. The PoA, a regular visitor, expressed his willingness to facilitate phone calls and letter exchanges between the cousins.

What followed was nothing short of extraordinary. After nearly two years of uncertainty, Sean and Jack finally spoke again, their voices filled with warmth and relief. Despite the challenges, their lifelong bond remained strong. Thanks to this successful search, they now have the opportunity to rekindle their connection, proving that no distance or circumstance can truly separate family.

At the heart of everything we do is a commitment to bringing loved ones back together. Stories like Sean and Jack's remind us of the profound impact of human connection—and why we will continue working to reunite families across the world.



RESPONSE

Key Facts

4

Emergency Travel Document Requests

53

Tracing Requests cases closed

Searches were carried out in: Afghanistan, Australia, Azerbaijan, Democratic Republic of Congo, Ethiopia, Germany, Iraq, Ireland, Mali, Netherlands, Nigeria, Sierra Leone, Somalia, Sudan, Ukraine, United Kingdom, Zimbabwe

72

Tracing Requests cases opened

Family Reunification Travel Assistance Programme

40

new cases initiated for 163 beneficiaries.

Cases from: Sudan, Eritrea, Guinea, Somalia, Afghanistan, Tajikistan, Sierra Leone, Syria, Togo, Palestine, Nigeria, Yemen, Myanmar, Cameroon and India.

20

applicants in Ireland reunited with 81 beneficiaries

Cases from: Syria, Pakistan, Somalia, Togo, Palestine, Afghanistan, Nigeria, Eritrea, Yemen, Burundi and Myanmar

CASE STUDY

Reuniting Follyvi's family in Ireland

In January 2020, just before the COVID-19 pandemic began to change the world, 44-year-old Follyvi arrived in Ireland from Togo.

He came alone, carrying the heavy burden of leaving behind his wife and children. His hope was simple but profound: to find a peaceful and safe place where his family could one day reunite and thrive.

With determination to rebuild his life, he embraced Ireland as his new home. The warmth and respect he received from the local community helped him feel accepted, which eased his path to integration. As a French speaker, he began learning English and actively volunteered in community programmes - until the pandemic brought all such activity to a sudden halt.

The public health crisis also meant a slow and uncertain process for seeking international protection. During that difficult period, Follyvi often reflected on the life he was forced to leave behind. A successful business owner in Togo, he had lost everything after bravely speaking out about the need for change.

His advocacy led to his arrest and imprisonment - an experience that left lasting scars.

In May 2022, after two years of uncertainty, he received the life-changing news that his application for international protection had been approved. For the first time, he could begin the process of family reunification. The absence of his wife and children weighed heavily on him, especially as he knew they continued to endure hardship in Togo.

By November 2023, his application for family reunification was granted. Working as a crane driver at Dublin Port, he was doing all he could - but the cost of bringing his family to Ireland within the 12-month legal timeframe was beyond his reach.

In December 2023, he turned to the Irish Red Cross Travel Assistance Programme for support. Thanks to the programme, and with the collaboration of the International Organisation for Migration (IOM), his dream was finally realised. On 27 March 2024, after four long years, Follyvi was reunited with his beloved wife and children at Dublin Airport.

Overcome with emotion, he shared:

“

I am so grateful to the Irish Red Cross and IOM for linking five lives which had been separated between two continents. I am with my loved ones again and will never forget your efforts and assistance.

Follyvi





RESPONSE

Innovative Street Welfare outreach to homeless migrants

A record number of people from around the world sought asylum in Ireland during 2024. 18,561 people applied for international protection – the highest figure since records began, a 40% increase on 2023. (Newstalk Jan 2, 2025).

Sourcing accommodation for asylum seekers posed a significant challenge to the government and this became a story that dominated media outlets throughout the summer of 2024. Many asylum-seeking migrant men were living in tents near the International Protection Office on Lower Mount Street and some of the most vulnerable International Protection Applicants were rough sleeping. By the end of the year, there were 3,099 international protection applicants without an offer of accommodation.

To plug the service gap, Irish Red Cross began working with charity partners, including safetynet Primary Care, Crosscare and Tiglin.

Our Street Welfare programme started in September on a pilot basis. We work in partnership with Tiglin, the lead service provider for international protection applicants. A team of Irish Red Cross volunteers and staff go out on patrol to identify the presence and welfare needs of displaced people who are rough sleeping. The team alert International Protection Accommodation Service (IPAS) to arrange to transport to a sleeping facility. Our volunteers check on people's medical needs and signpost them to services for support and emergency health care. Our team are trained, briefed and travel by vehicle with first aid equipment. They have access to Arabic-speaking staff on the Irish Red Cross team to support with conversations if required.





RESPONSE

Community Sponsorship Ireland Programme 2024 - 2027

Community Sponsorship Ireland is a structured way for communities in Ireland to provide a practical response to the migration crisis.

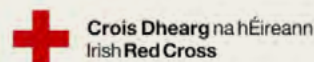
It empowers people to form groups in towns, villages and parishes to welcome and sponsor Programme Refugee families, specifically identified by the UNHCR and invited to resettle in Ireland by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) through the Irish Refugee Protection Programme. Just as Irish people were once welcomed abroad during times of hardship, this programme invites communities to support refugees fleeing conflict, helping them rebuild their lives.

Community Sponsorship Ireland Groups provide financial and in-kind support and

help families work toward independence during an 18-month integration period. Practical supports and a warm welcome ensure each family feels at home in their new environment. This can be achieved by any group of people—ordinary individuals making an extraordinary impact on the lives of families. A Community Sponsorship group can consist of neighbours, friends, colleagues, or members of sporting or corporate groups. The Irish Red Cross promotes, trains, and supports local groups throughout their sponsorship journey.

In April 2024, The Minister for Children, Equality, Disability, Integration and Youth, Roderic O’Gorman, launched a call for proposals from interested bodies to fulfil the role of a National Support Organisation under the Community Sponsorship Ireland Programme.

In July 2024, The Irish Red Cross secured the new Government tender for Community Sponsorship Ireland and we were appointed as the new National Support Organisation, holding primary responsibility for the promotional strategy of the Community Sponsorship programme, programme development, providing specialised training and support and acting as the central contact point for potential Community Sponsorship Groups. We work in partnership with the Irish Refugee Council, Doras and Nasc. The programme is funded by the EU Asylum, Migration and Integration Fund 2021 – 2027. This programme is key initiative of the Irish Refugee Protection Programme (IRPP).



An Roinn Leanaí, Comhionannais,
Michumais, Línpháirtíochta agus Oige
Department of Children, Equality,
Disability, Integration and Youth



Funded by the Asylum,
Migration and Integration Fund
of the European Union

In November 2024, we relaunched the programme with the key priority being an appeal for support for 15 pre-selected Syrian families in Lebanon to come to Ireland with the support of Community Sponsorship Ireland Groups. Media coverage of the programme was achieved on RTE.ie and the Irish Times, the Farmers Journal and on local radio stations.

In 2024, 21 new family placements were made with Groups across Ireland by the Irish Red Cross and partners. These families consisted of 81 people in total. Work continued in 2024 with a further 10 Groups who welcomed 76 people in families who arrived in Ireland in 2023, continuing their contracted term of integration supports for them. These families were predominately Afghan arrivals under a stream of Community Sponsorship activity called Humanitarian Admissions.

Khalil Al Shablaq from Syria, was resettled through the Community Sponsorship programme. He lives in Clane, Co Kildare, with his wife and two daughters and describes the local community “are family to us now”. The food truck owner says the programme worked “100 per cent” and that the local people gave his family “a new life”.



» Khalil Al Sheblak with Irene Lawlor, Irish Red Cross and Father Paul O’Boyle, Parish Priest Clane & Rathcoffey, leader of the local community group who welcomed Khalil and his family in 2019.

“

The Community Sponsorship Ireland Programme provides an opportunity for communities to support refugee families’ integration as they begin their new life in Ireland. Its community-first approach fosters meaningful connections between refugees and their host communities, leading to more sustainable and positive integration within localities.

Roderic O’Gorman | Minister for Children, Equality, Disability, Integration and Youth

Enabling Our Impact

Volunteers are the beating heart of the Irish Red Cross. We aim to be an agile, digitally enabled and sustainable organisation that attracts and retains great people and has optimal internal ways of working.

Volunteerism

[Read more here](#) →

Listening to Volunteers, Acting on What Matters

[Read more here](#) →

Our Culture and Fitness

[Read more here](#) →



Volunteerism

We aim to be a model for best practices in volunteering, where it is easy to and people want to volunteer, feel valued, and are facilitated to remain involved throughout their lifetime.

800 493

800 youth members
– our future leaders

[Read more](#) |→

493 volunteers
involved in the strategy
consultation process,
representing 12% of
our membership.

[Read more](#) |→



Strategic Goal

- Readiness
- Support
- Membership

Relevant SDGs





» Children learn essential life saving skills by attending Teddy Bear groups for 4 - 10 year olds.

Investing in the Next Generation: Youth at the Heart of the Irish Red Cross

During 2024 we continued to champion youth engagement and development, empowering nearly 800 youth members, aged 4 to under 25, to grow as skilled humanitarians and future leaders. Our youngest members, known as Teddy Bears, begin their journey learning first aid basics. As they grow, they build on these foundations through age-appropriate training that fosters leadership, compassion, and resilience.

National Youth Challenge 2024

A standout event this year was the Gerry Moyne National Youth Challenge, held on 13 April at Gormanston Park, Co. Meath. The event brought together 140 youth members from six branches, a 25% increase in attendance from the previous year. Participants aged 8–18, supported by young adult leaders, engaged in team-based challenges

“

Youth involvement is not only a vibrant part of our organisation - it's a long-term investment in preparedness, leadership, and humanitarian values. Through engaging events, training programmes, and national initiatives, young people are equipped with the skills and confidence to face future challenges and lead change in their communities.

Lorna Costelloe | National Director of Youth, (voluntary position)

focused on fun, collaboration, and creativity — culminating in a lively water obstacle course.

Branches from across the country, including Dundalk, Cobh, Clonakilty, Terenure Rathmines, Tallaght, Mallow, and Limerick City, came together in a celebration of camaraderie and youth leadership.

Generation Heroes

In summer 2024, we expanded our “Generation Heroes” youth recruitment campaign — an initiative that introduces young people to the fundamentals of first aid and the humanitarian work of the Irish Red Cross. Already a success in Limerick for seven years, this year marked its rollout to new regions.

Participants complete a practical first aid course and gain a broader understanding of the Irish Red Cross's impact locally and globally. This initiative is designed to inspire lasting interest, serving as a first step toward full youth membership. To support local implementation, branches were

equipped with communications materials and a “how-to” guide, ensuring the programme's sustainability in the years ahead.

Supporting Inclusion and Integration

With the support of a Department of Children, Equality, Disability, Integration and Youth grant, we launched a new project to support integration and wellbeing for Ukrainian youth, including those in our Pledged Housing Programme. This initiative brings together Irish Red Cross youth and their Ukrainian peers through:

- Leadership training
- First aid and International Humanitarian Law education
- Mental health support via Psychological First Aid (PFA)

This cross-cultural engagement is building meaningful peer relationships and equipping young people with life-saving skills in a safe and inclusive environment.



» Building on success in Limerick city, Generation Heroes expanded in 2024, recruiting more young people to learn skills and join the Irish Red Cross.

Pioneering Psychological First Aid for Youth

In December 2024, we delivered the first Psychological First Aid training designed specifically for youth members. Eight youth leaders from branches in Limerick, Tallaght, Dundalk, and Trim participated in this initial session. Though originally planned as a one-day training, the format was adapted to meet the needs of the group - a testament to the commitment to deep, meaningful learning.

Each trained leader will now pass on their knowledge to 20–50 peers in their branches, reaching up to 200 youth members in the first phase alone. This marks a significant shift in how we equip young volunteers to recognise and respond to psychological distress, particularly relevant for those supporting peers from conflict-affected backgrounds.

By embedding peer-to-peer support, this initiative not only strengthens youth groups but also spreads awareness and practical mental health skills into schools, families, and communities. It exemplifies how our young members are stepping up as compassionate, confident leaders - ready to serve and support others.

We are proud of how our youth have shown leadership, resilience, and kindness in action. With continued investment, new training opportunities, and an unwavering belief in their potential, the Irish Red Cross youth will remain central to our humanitarian mission — today and into the future.



CASE STUDY

Meet Sarah Collins, Irish Red Cross Youth Officer

Sarah Collins from East Limerick was just 11 when she officially joined the Irish Red Cross Youth. But her journey started long before that.

“I grew up surrounded by the Red Cross,” Sarah says. Her dad, who founded the local branch, was a dedicated volunteer. The ambulance was always parked outside their home, and as a child, Sarah would beg to go with him on calls or pretend to be the patient during first aid training sessions. “I couldn’t wait until it was my turn to wear the uniform.”

In 2016, that moment finally came. Sarah joined as a cadet and discovered a passion for first aid and community service. “Learning cool techniques and being part of something bigger gave me confidence I didn’t know I had,” she says.

The pandemic hit while Sarah was in her Leaving Cert year and she celebrated both her 17th and 18th birthdays while the country was in lockdown, a time of huge social disruption, especially for young people. Sarah found purpose in volunteering with the Irish Red Cross at a vaccination centre. “It was a lifeline – my only outlet and an opportunity to get out of my house to help people.”

Sarah says she has met likeminded people and made great friends through her involvement with the Irish Red Cross. She has travelled across Ireland and to Germany and Italy to attend Red Cross Youth events.

Sarah brings her passion into the community. She is the Youth Officer for her branch, leading Saturday training for eight younger

members, which she balances with her nursing studies in Mayo during the week. She is a regular volunteer with her branch, supporting at events and quick to act in times of emergency.

After the snowfall last January, Sarah was part of a three-person Irish Red Cross crew who navigated treacherous road conditions in the Limerick hills to get medical assistance to a vulnerable and isolated older person. And somehow Sarah manages to find time to visit her local preschool to run a teddy bear hospital and inspire a future generation of potential life savers.

Sarah’s commitment hasn’t gone unnoticed – in April, she received a Garda Youth Award for her dedication.

“

If I could give 22 hours a day to the Red Cross, I would, it’s what comes first in my life.

Sarah Collins | Volunteer



Listening to Volunteers, Acting on What Matters

In 2024, we placed a renewed focus on listening deeply to our volunteers—and acting on what we heard.

Through a comprehensive consultation process, more than 493 members shared their experiences, concerns, and hopes for the future. This level of engagement—over 12% of our total membership—is both statistically significant and a powerful testament to the commitment and passion of our volunteer community.

The consultation, which took place between March and August, was part of the broader development of our Strategy 2025–2030. But its impact on volunteerism is distinct and direct. Volunteers told us clearly what was working, what wasn't, and what support they needed to thrive. Their insights shaped not only the strategic vision, but also a set of practical responses designed to improve the volunteer experience across the country.

One of the most important outcomes is The Volunteer Roadmap—a targeted action plan developed with support from the IFRC in October. This initiative focuses squarely on addressing the challenges raised by volunteers and improving the systems and supports that matter most to them.

493

**members shared
their experiences,
concerns, and
hopes for the future**

12%

**of our total
membership was
engaged in the
process**

The Roadmap includes:

- Strengthening local branch development
- Improving membership processes
- Enhancing volunteer management practices
- Expanding access to training and development

The goal is simple but ambitious: to create a volunteer environment that is inclusive, responsive, and sustainable—where every member feels heard, supported, and empowered.

To ensure we deliver real impact, we have assigned a full-time resource to lead this initiative—demonstrating the high priority we place on improving volunteer experience.

Community Support Event Fostering Connection Among Volunteers

We hosted a successful Community Support Event in June bringing together our Community Support volunteers, guest speakers, and staff for a day of learning, networking, and skill development, with a focus on themes such as Community Sponsorship, Community-Based Activities, Psychological First Aid (PFA), and Safeguarding. We created an intimate and engaging atmosphere, where participants felt at ease speaking openly. Feedback reflected high satisfaction with the quality of the speakers and the relevance of the workshops and the event helped to foster a strong sense of community among the volunteers. The event was possible thanks to the generous support of Aviva.

Reviving the National Unit Forum

After more than six years without a gathering, the National Unit Forum (NUF) was successfully revived in 2024, with two meetings held in June and November.

These forums brought together 30 leaders from across the country to connect, collaborate, and engage in strategic discussions. The meetings focused on sharing best practices, fostering cross-unit cooperation, and planning for the six months ahead.

The return of the NUF marks an important step in strengthening leadership, coordination, and collective impact across all Irish Red Cross units.

Our volunteers are the heart of the Irish Red Cross. In 2024, we not only listened—we committed to meaningful change. Through The Roadmap and the wider work underway, we are building a stronger foundation where volunteerism can continue to grow, evolve, and flourish.

Celebrating our Volunteers - National Volunteer Awards 2024



» Special guests at the National Volunteering Awards were the Teddy Bears group from Dundalk. Children aged from 4 to 11 were recognised as the future of volunteering.

The 2024 National Volunteer Awards, organised by the Irish Red Cross Volunteer Support and Development Working Group, took place in November at Croke Park, Dublin.

This annual event celebrates the outstanding humanitarian efforts of our almost 4,000 volunteers, who give their time and skills in service to their communities across the country. These awards are a vital opportunity to formally acknowledge their dedication and impact, and to shine a spotlight on the

breadth of work carried out by Irish Red Cross members.

Once again, the ceremony was hosted by broadcaster and Virgin Media weatherman Deric Ó h'Artagáin, who brought great warmth and energy to the proceedings. With an enthusiastic crowd of volunteers, family members, and supporters in attendance, the atmosphere reflected the pride and spirit of the Irish Red Cross community. Special guests this year were the Teddy Bears group from Dundalk aged from 4 to 11 – they were recognised as the future of volunteering.



» Volunteers from Galway city, Deirdre and Brian Madden were recognised for their 50 years of service, with a Lifetime Achievement Award.

Awards were presented across nine categories, each highlighting a different aspect of volunteer contribution—from community support and youth engagement to leadership and long-term service.

These awards continue to affirm the strength and generosity of our volunteer base, whose work underpins the mission of the Irish Red Cross. We extend our heartfelt congratulations to all nominees and award recipients, and we thank them for their unwavering commitment to humanitarian service.

National Volunteer Awards 2024 Winners:

Unit Member of the Year
Eoin Hayes, Limerick city

Community Support Volunteer of the Year
Oksana Tsymbalova,
Terenure Rathmines

Instructor of the Year
Sarah Daly, Limerick City

Special Status Award
Portlaoise Prison

Branch of the Year
Ballinora / Ballincollig

Young Volunteer of the Year
Courtney Kelleher, Clonakilty

Volunteer of the Year
James Lafferty, Ennis

Newcomer of the Year
Kate Keane, Limerick city

Lifetime Achievement Award
Brian and Deirdre Madden,
Galway city; John Joe Lyons,
Clonakilty and Pat Fitzgerald,
Bandon Crookstown.

CASE STUDY

Deirdre and Brian Madden – Building Community Through a Lifetime of Service

For more than 50 years, Deirdre and Brian Madden have been dedicated volunteers with the Irish Red Cross in Galway City, providing vital support to those around them.

Their work—especially in recent years—has had a powerful ripple effect, helping vulnerable people access care, stay connected, and feel supported in their everyday lives.

The couple continue to run a patient minibus service two to three days a week, transporting older people in rural and urban Galway to hospital and medical appointments. For many passengers, this is a lifeline: without it, attending essential treatment would be impossible due to distance, cost, or mobility barriers.

“We see what it means to people,” says Brian. “Some of them wouldn’t get to the doctor otherwise. And when they get into the minibus, they relax. Deirdre sits in the back and chats to them.”

That community impact is matched by personal meaning. Deirdre was diagnosed with early-onset dementia several years ago, but her continued

involvement with the Irish Red Cross has helped her stay active and socially engaged—key factors known to support cognitive health. Her doctors have even noted that her condition is progressing more slowly than expected.

The Maddens have supported countless aspects of Irish Red Cross work: first aid at large events like the 1979 papal visit, emergency responses during local crises, and helping other community organisations in the area - always with a calm presence and a practical approach.

Their contribution is immeasurable—not just in hours given, but in trust built, dignity offered and lives improved. Deirdre and Brian embody the essence of the Irish Red Cross through their decades of dedicated service and unwavering compassion. Their story is a testament to how volunteering transforms communities—and enriches lives.

Our Organisation Culture and Fitness



We aim to be an agile, digitally enabled and sustainable organisation that attracts and retains great people and has optimal internal ways of working.

We started 2024 with 82 staff and ended with 119, reflecting strong growth - especially in our migration programmes, which expanded to meet rising demand.

We maintained our focus on building connection and culture. We held monthly all-staff meetings with colleagues joining in person and online and continued our monthly iNews newsletter to staff and members. We also ran a staff engagement survey in late 2024. The results told us:

Our team find their work meaningful and impactful – almost 90% of respondents see the impact of their roles

Our team feel supported – almost 90% believe that the organisation supports employee wellbeing

However, there are areas for clear improvement also:

- **Collaboration** is seen as good within departments, but less good between departments, with elements of siloing still present.
- **Workloads** are seen as unequal with almost 30% feeling that workloads are not evenly spread across their team.
- **We can do better at communicating** - 20% felt that they could get more timely and useful feedback about their work and performance.

We also carried out our first gender pay gap analysis. It showed that the Irish Red Cross has an almost zero mean gender pay gap (0.03%), meaning men and women are paid almost equally on average. This is a very positive indicator of pay equality. The mean average is calculated based on hourly pay, giving a good overall indication of the gender pay gap. Very high or low hourly pay can 'dominate' and distort the figure. Although men and women receive equal pay at the Irish Red Cross, there is an underrepresentation of women in the highest quartile of earners. Overall, women made up c.68% of the organisation's workforce in 2024; however, the highest quartile of earners was 50% men and 50% women. We will review our gender pay gap annually going forward.

Our team reflects real diversity. At the end of 2024, we had 24 Ukrainian colleagues supporting our work. We hire Ukrainian-speaking and Arabic-speaking caseworkers and therapists to meet the needs of the people we support. This diversity is a

real strength in supporting cultural transition and integration to life in Ireland.

Staff wellbeing and development matters. We offer flexible working and access to an Employee Assistance Programme. We provide access to a third-party learning platform for upskilling in areas such as technical training, project management, IT skills and access to a wellness hub. Each department has a learning and development budget which allows staff to pursue long-term education and upskilling opportunities. In 2024, we entered into a pay agreement which ensures our staff will benefit from the increases that will be applied under the public sector pay agreement until mid-2026 — providing some certainty and fairness as we grow.

Looking ahead, we'll keep building a workplace that listens, adapts, and supports the people who make our work possible.

How we Raise Funds



» Supporters raise funds in many ways, including community events such as the Fallen Angels 24-hour challenge for Gaza.

We remain steadfast in our commitment to engaging with the Irish public and partner organisations to deliver vital support to those in need - both in Ireland and around the world. We are sincerely grateful for the ongoing generosity and commitment of our donors, whose support makes our work possible.

Standards are critical to our work

As a registered Irish charity, it is critical that the Irish Red Cross maintains public trust and support for every aspect of our work. In every element of our fundraising engagement, we strive to maintain the utmost standard of governance, accountability, and transparency. We maintain a donor charter and work to keep all costs to a minimum - ensuring that the maximum percentage of each donation goes to those in need.

[Read more about our governance](#) |→

[Read more about our donor charter](#) |→

Accounting and Transparency

The Irish Red Cross annual accounts are independently audited and publicly available on our website. Reporting of all Irish Red Cross activities and finances are in line with the [‘Statement of Recommended Practices’ \(SORP\)](#). The Irish Red Cross also adheres to the [Irish Charity Regulator’s Governance Code](#) for charities and fully complies with the [Charity Regulator’s Guidelines for Fundraising](#).

Fundraising Programme Objectives – 2024

In 2024, the Irish Red Cross set out the following fundraising objectives:

To secure **€3.83 million in unrestricted funding** to support essential Irish Red Cross programmes at home and abroad.

To achieve **€13.7 million in funding from governments**, institutions, and other strategic partners.

To drive the **continued growth and strategic expansion** of our fundraising programme, ensuring the long-term sustainability of the organisation and supporting the strategic expansion of our domestic and international mission.

To maintain our **commitment to the highest standards** of fundraising and donor engagement, fostering trust, transparency, and accountability at every level.

Public support

The support of the Irish public is critically important to our mission and represents a core component of the organisation's fundraising programme. Supporters contributed generously through a mix of activities including public appeals, community events, legacy outreach, collaboration with Irish and global corporate partners and the acquisition of programme-focused grant assistance from private, state and multinational grant partners. We continue to ensure that our donors are actively appreciated and kept informed about the impact of their support.

Emergency appeals

At its core, the Irish Red Cross is a humanitarian relief organisation, dedicated to

responding swiftly to crises both at home and abroad. As part of the global Red Cross Red Crescent Movement, our mission is to provide vital support wherever and whenever it is needed most.

In 2024, thanks to the compassion and generosity of the Irish public, we supported international emergency responses in regions including Gaza, Ukraine, Libya, Sudan, Morocco, Türkiye, Syria, and others. People also supported our emergency efforts at home, including our response to severe flooding in Cork and our ongoing support for people who have fled their homelands in search of safety in Ireland.

We are deeply grateful for the continued support of communities across Ireland. Your contributions make a real and lasting difference in the lives of those affected by crisis.

Our donors are diverse

In 2024, the Irish Red Cross was supported by a vibrant and diverse community of donors. More than 4,000 monthly givers contributed steady support throughout the year, while community fundraisers across the country rallied behind our mission through local events and initiatives. Dozens of Irish Red Cross branches, along with our head office in Dublin, benefitted from this grassroots generosity. Notable events included the "Midnight Challenge" hosted by our Glen of Imaal branch in the Wicklow Mountains, and the popular Tour of Clare led by the Ennis Branch.

Our Fundraising team also collaborated internationally, partnering with the International Committee of the Red Cross and the Danish Red Cross to launch a Direct Response Television (DRTV) campaign. This powerful advertisement brought attention to the Red Cross's global efforts to provide lifesaving aid to people suffering from malnutrition, helping to reach new audiences and inspire vital support.

Among our generous corporate partners were Kerry Group, Glanbia, Indeed, and Fórsa, whose critical support enabled the Irish Red Cross Skills and Livelihood Programme in Nepal to assist rural and remote farming communities severely impacted by the 2025 earthquake.

We are also deeply grateful to Bewley's, Business Plus, and An Post for their continued sponsorship of our Irish Red Cross Humanitarian Awards, which celebrate the spirit of humanitarianism by recognising extraordinary individuals who help those in need.

In addition, the Irish Red Cross benefited from the strategic philanthropic contributions of private trusts and foundations, including Community Foundation Ireland, the Benefact Trust, and ElectricAid. We also acknowledge the essential

support of statutory grant providers such as the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), Ceantair Laga Árd-Riachtanais (CLÁR), Irish Aid, Pobal, and other key contributors whose funding has been vital to our mission.

Strengthening our approach to enable future growth

Throughout 2024, we made significant strides in strengthening our overall fundraising programme and ensuring continued support for the organisation's work. A major milestone was the launch of a dedicated grants engagement and management programme, which has greatly enhanced our ability to engage with domestic and international trusts, foundations, and statutory donors.

In parallel, we undertook a comprehensive internal review of our existing fundraising activities. This process informed the development of a forward-looking five-year growth strategy designed to broaden our funding base and enable us to better support those in need of humanitarian assistance—both in Ireland and globally.

The support of the Irish public is critically important to our mission and represents a core component of the organisation's fundraising programme.



» Irish Rail continued to support the Irish Red Cross Ukraine Appeal throughout 2024.

Corporate Supporters 2024

- 3Q Recruitment
- Aaron Daly Photography
- Abbey Machinery
- Accuro Fitness
- Adrian Dunne Pharmacy Whitehall
- Aisling Cahill & Co. Solicitors
- Alkermes Pharma Ireland Limited
- Amazon
- Amundi
- An Garda Síochána
- An Post
- Andrews Construction Limited
- Anglode Technology Limited
- Aonach Nua Limited
- Applewood Veterinary Clinic
- Assemblypoint Limited
- Athboy Interiors and Design Limited
- Avolon Aerospace Leasing Limited
- Ballinamore Credit Union Limited
- Ballydaniel Consulting Limited
- Bank of Ireland
- Barclay Chemicals
- BD Designs Limited
- Beacon Hospital
- Bearlough Advanced Software Solutions Limited
- Bernie's Supervalu Roscrea
- Bewley's Ltd
- Bizlink Technology (Ireland)
- BJD Mobile
- Blackrock College Union
- Boyce Brothers Limited
- Braboza Limited
- Bright Funds
- Brook Lodge Hotel
- Burren Yoga Retreat
- Camram Holdings
- Capitalflow
- Cargocare Limited
- Cell Zone
- CeX (Complete Entertainment Exchange) Limited
- CG Controls Limited
- Charade
- Charles River Microbial Solutions
- CI Consultancy Limited
- City of Dublin Education and Training Board
- Clancourt Management
- Cmj Services
- Code In Motion Limited
- Collette Creative Photography
- Comgest Growth PLC
- Conradh Na Gaeilge
- Coughlan Life and Pension Consultants Limited
- Court Office Naas Garda Station Division of Kildare
- Courts Service
- CPL
- CQS
- Creative Coaching Limited
- Curtiss-Wright
- Darren Kirwan Photography
- Dataway Limited
- Davis Events Agency
- Deepacre Ltd
- Dennison Trailers Ltd
- Des Abbott Travel
- Dlr Waves
- Dole Ireland Limited
- Dornan Engineering Limited
- Dublin GAA
- Dunnes Stores
- Econcertive Limited
- Edward Carey Property
- EI Electronics
- Eire Web Design
- Elder Home Share
- Electricaid
- Empowertale Limited
- Enibas
- Ennistymon Farmers Market
- Facebook
- Falafel Temple Bar
- Fanagans Funeral Directors
- Feighery's Farm Beetroot Juice Limited
- Fishers of Newmountkenedy Limited
- Flowerstories
- Foil Arms and Hog
- Fórsa
- Fortis Advisory
- Frank Reynolds Plant Hire Limited
- Fred Zeppelin's
- Gaelic Athletic Association (GAA)
- Gam Fund Management
- Glanbia PLC
- Gravity Climbing Centre
- Green Dental & Acupuncture
- Greenhouse Software
- Guiney's
- H&M Hennes & Mauritz Ireland Ltd
- H. A. O'NEIL LIMITED
- Hanger Company
- Hannon & Foley
- Healey Bird Unlimited
- Heat Design
- Hegarty & Associates Solicitors
- I.G.S.L. Limited
- I.N.T.O. Tallaght Branch
- Iarnrod Eireann
- Independent Trustee Co Ltd
- Informedia Systems Limited
- International Charity Bazaar
- International Development Ireland
- INTO Dublin South County Branch
- Inverness Properties Limited
- IPSOS NV
- Irlanda Canvas Products
- Irish College of General Practitioners
- Irish Congress of Trade Unions
- Irish Courts
- Irish Motor Neurone Disease Association
- Irish Photographic Federation
- Irish Times NUJ Chapel
- Jae Engineering Limited
- JMK Chartered Accountants
- Kbcfm
- KBI Global Investors Ltd
- Kennedy Wilson Europe
- Kerry Co-operative Creameries Limited
- Kilmahuddrick Holdings Unlimited
- Kirby Group Engineering
- Langtons Dental Clinic
- Law Society of Ireland
- Leap Card
- Limestone Taverns Limited
- Lismore Grove Design Limited
- Lister Machine Tools
- LOTTOLAND
- Loughnane Property Services Ltd
- M J Ireland Prempak Limited
- Mallinckrodt Pharmaceuticals Ireland
- Marathon Events
- Martin Architects
- Matthew Thompson Photography
- McNallys Pharmacy Swords
- Meadowlands Hotel
- MediaHQ
- Microsoft Ireland
- Millimetre Design Limited
- Moldovan Retail Store Limited
- Momentum Healthcare
- Money Smart Limited
- Mount Jerome Crematorium
- Mullany Walsh Maxwells
- My Charity
- My Goodness Limited
- Namiru Solutions
- NEAM
- North Cork Creameries
- NXT Taxis
- Optimised Energy Engineering
- Orion Business Professionals
- Ormond Coaching and Training Limited
- Orwell Health
- Ove Arup and Partners Ireland
- P & Y Stratford Limited
- Pale Yellow Palette
- Paling Contract Services
- PartnerRE
- Paypal Giving Fund Ireland
- PCCE Training
- Platin Grain Company Ltd
- Powerscourt Golf Club
- PPC Limited (Galway)
- Precision Fit Golf
- Project Assignments Limited
- ProStrategy Colman Limited
- Public Relations Institute of Ireland
- Pulp Confidential Shredding Limited
- Purpl Rock Enterprises
- PwC
- Ram UK & Ireland
- REBEC Management Services
- Revolut Limited
- RGA International Reinsurance Company Limited
- Rita Slattery Photography
- Roadtrain
- Ross Burns - Liquidator
- Scapegoat Design
- SCOR
- SD International Stichting
- Sean O'Donoghue Ltd
- Sharo Technologies Limited
- SIPTU
- Sky Quest Limited
- Smurfit Kappa Foundation
- Specialist Joinery
- Spellbound Photography
- Springhill Design
- Stelios Philanthropic Foundation
- Stock Health
- Suaimhneas
- Sue Berri Limited
- Tesco
- Testreach Limited
- The Bar of Ireland
- The Irish Online Giving Foundation
- The Pennies Foundation
- The Red House Family Practice
- Tusla
- U3A Sutton Baldoye
- UK Online Giving Foundation
- UKG
- Ulster Bank Ireland
- Universal Media
- Unum Ireland Ltd
- Vendor Finance
- Vistra
- Vogue Cars
- Wired FM
- Yazh Consulting Limited
- Zfakbar Limited
- Ziel Offshore
- Zucca Films
- Zulu Alpha Limited

Governance & Finances

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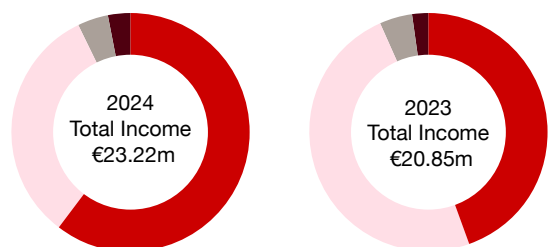
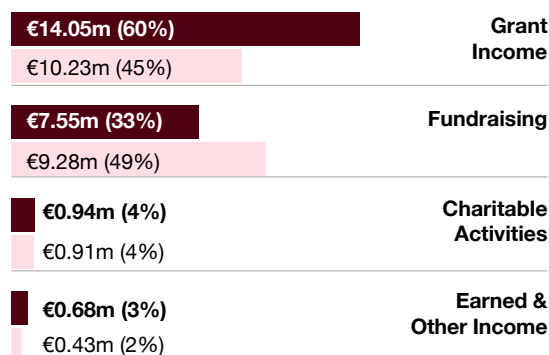
» Youth leader Ryan Hayes teaching life-saving skills to future humanitarians.

Financial Performance

The year in numbers

Income

■ 2024 ■ 2023

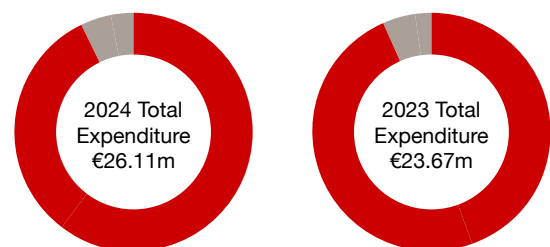
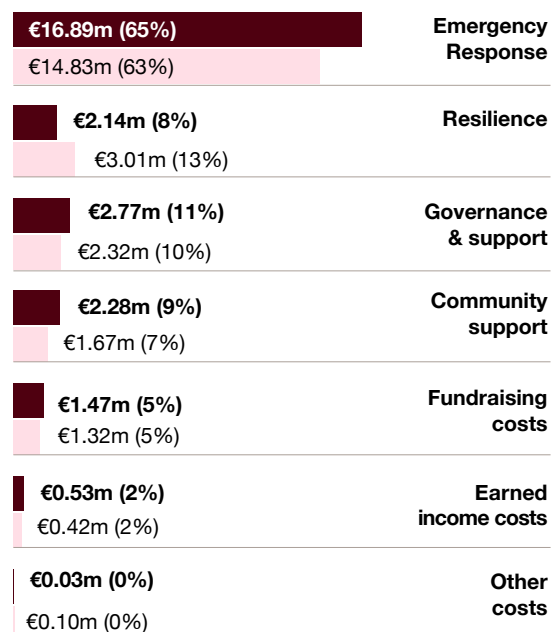


■ Grant Income ■ Charitable Activities
■ Fundraising ■ Earned & Other Income

* Note that the overall deficit of €2.9m reported for 2024 comprises solely due to a recorded deficit in Restricted Funds of €4.6m. However this deficit is actually fully funded from funds raised in prior years, primarily 2022. The more important indicator of financial performance for 2024 is the Unrestricted Surplus of €1.7m. A similar 'technical' deficit in the Restricted Funds area was reported on in 2023 and will occur again in 2025 due to the significant funds raised in 2022 for Ukraine and which are being allocated, as per good practice, across 2023 – 2025+ inclusive.

Expenditure

■ 2024 ■ 2023



■ Raising Funds ■ Charitable Activities

Income

Total income has increased from €20,847,000 in 2023 to €23,222,000. The primary explanation for the increase is the winning of significant grant programmes for our work with Ukrainians and other refugee beneficiaries in Ireland.

A total of €15.1m of our income in 2024 is for purposes specified by donors and is treated as restricted income in our Statement of Financial Activities. Expenditure of this income often takes place over an extended period (longer than a year) due to the long-term nature of the programmes required to assist in these situations.

Expenditure

2024 expenditure of €26,112,000 is split into restricted and unrestricted categories.

The Restricted Expenditure of €19,387,000 comprises primarily of the continued expenditure of the funds in 2022 for Ukraine, as well as expenditure relating to service-agreements with various public authorities for our work related to Ukrainians and other refugees in Ireland.

Result

The result for 2024 is a deficit of €2,890,000 (2023: €2,822,000). The overall deficit is solely due to the restricted income deficit for the year of €4,562,000. However, this is actually fully funded by funds received in 2022 in previous years.

The unrestricted surplus of €1,672,000 reflects a more accurate picture of the financial outturn for 2024. This primarily consists of:

- A significant one off donation from Ulsterbank to the value of €400k which was allocated to the reserves rebuilding to ensure they reached above the minimum level required of our policy.
- A one-off non-cash income recorded to the value of €500k, representing the value of a building transferred to our ownership in Co Clare.
- The total of all of the income received by our Areas and Branches.

In this context, our financial performance in 2024 was effectively as planned and on budget for the year.

Reserves

To ensure there is funding for working capital, or unexpected expenditure or income shortfalls, our Reserves Policy states that the minimum level of unrestricted operational reserves available to the board for orderly working in the case of sudden changes to income profile is three to six months of expenditure.

In the last three years the Irish Red Cross has developed a significantly expanded suite of work programmes, both nationally and internationally. The increased governance, compliance and risk management associated with this increased scope and scale of work, in addition to the new organisational investment and growth plans resulted, in a decision to review our Reserves Policy and level of funds therein during 2024 to ensure they are sufficient for the organisation we now are. That review was completed in 2024 and ultimately it was determined to stick with the policy guidance that the minimum level of unrestricted operational reserves available should be between three and six months of unrestricted expenditure.

However, in terms of the level of funds therein, the cost of three months expenditure had increased significantly and was calculated during 2024 (on the basis of the 2023 audited accounts) to be was €1,462k with the figure for six months operations being €2,923k. The actual level of funds in the reserves, however, was significantly below the minimum figure and consequently, the board approved the designation of sufficient funds to the Reserves so that we would be just over the minimum level. At the end of 2024 the Reserves level was €1,528,442 which is just over the minimum level required by our policy. The policy and level will be reviewed annually, and the Board has set an ambition of ensuring the organisation achieves the mid-point of the desired range over the coming years of the new strategy.

In 2023 the Board had agreed to engage Goodbody Stockbrokers to manage the funds

received and that we are holding for future planned expenditure. The appropriate authorities and setting up of the account took place in 2024 and an oversight group comprising board and senior managers, overseen by the Audit & Risk Committee was put in place to manage the activities. A total of €5m was transferred to this fund in 2024.

Cashflow

Our net cash outflow from operating activities in 2024 was €1,942,000 (in 2023 there was an outflow of €3,269,000).

The outflow in 2024 was caused by restricted expenditure in relation to programmes for Ukraine, Turkey, Palestine, Morocco, Nepal & Libya. (In 2023 the outflow was the expenditure of the funding received in 2022 for Ukraine).

» Secretary General Deirdre Garvey with peers from other National Societies at the 34th Red Cross Red Crescent International Conference in Geneva.



Looking Ahead

As we look to 2025, we mark a pivotal moment for the Irish Red Cross. With our 2019–2024 strategy concluded, we now transition into a new strategic cycle—one shaped by deep consultation, lessons learned, and the evolving needs of our communities.

The past year has been one of implementation, consolidation, and renewal. The organisational change programme introduced in 2023 has taken root, and throughout 2024 we have seen its positive impacts begin to materialise—from a modernised financial system to strengthened internal structures and improved operational coherence. We close out the year with a more resilient, connected, and impact-focused organisation, well positioned to build on the momentum of change.

2025 will see the launch of our new Strategy 2025–2030. This next chapter will reflect a renewed sense of purpose and clarity about the Irish Red Cross's unique role—nationally and globally—in a rapidly changing world. Informed by the voices of our members, volunteers, staff, and partners, the strategy will prioritise agility, collaboration, and community impact.

Key priorities as we enter 2025 include:

1. Rolling out the new Strategy 2025–2030, ensuring all parts of the organisation are aligned behind its goals and equipped to deliver.
2. Enhancing volunteer experience, with renewed emphasis on training, recognition, programme integration, and local leadership development.
3. Deepening our role in emergency preparedness and response, continuing to clarify and communicate our auxiliary role to the State.
4. Accelerating our digital transformation, with the next phase of CRM system replacement, improved data insights, and stronger digital infrastructure for branches and staff.
5. Growing and diversifying our membership, ensuring the organisation reflects the communities we serve and remains welcoming and inclusive.
6. Embedding new systems for measuring impact, so that we can tell a clearer story about the difference we make—and how we continue to improve.
7. Expanding sustainable funding sources, through strategic partnerships, innovation, and renewed engagement with supporters and donors.
8. Fostering a culture of collaboration and cohesion, ensuring our people—staff, volunteers, and members—feel connected, supported, and unified in our shared humanitarian mission.

With a strengthened leadership team, a clear strategic direction, and a revitalised network of volunteers and staff, we approach 2025 with optimism and ambition. Our mission remains unchanged, but our capacity to deliver on it has never been greater.

Structure, Governance and Management

Organisational Structure and Procedures

Legal Status

The Irish Red Cross is officially recognised by the State, under the Red Cross Acts 1938 to 1954, as a voluntary aid society in accordance with the 1949 Geneva Conventions, and as the only National Red Cross in Ireland. It is a body corporate with perpetual succession and a common seal. As the organisation is not constituted as a company, it does not make returns to the Companies Registration Office pursuant to the Companies Act 2014. The Society is a registered charity with the Charities Regulator in Ireland (RCN 20005184). The Society also has charitable tax exemption status from Revenue (CHY3950). The principal objective of the Irish Red Cross in its humanitarian activity is to prevent and alleviate suffering with complete impartiality, making no discrimination as to nationality, race, gender, sexual orientation, religious beliefs, language, class or political opinions. The Society has an important role as an auxiliary to the public authorities in the humanitarian field and has a duty to consider seriously any request of the public authorities to carry out humanitarian activities falling within its mandate. The President of Ireland is the Honorary President of the Irish Red Cross Society, pursuant to Article 10 of the Irish Red Cross Constitution and in accordance with the Red Cross Act, 1944.

Red Cross Red Crescent Movement

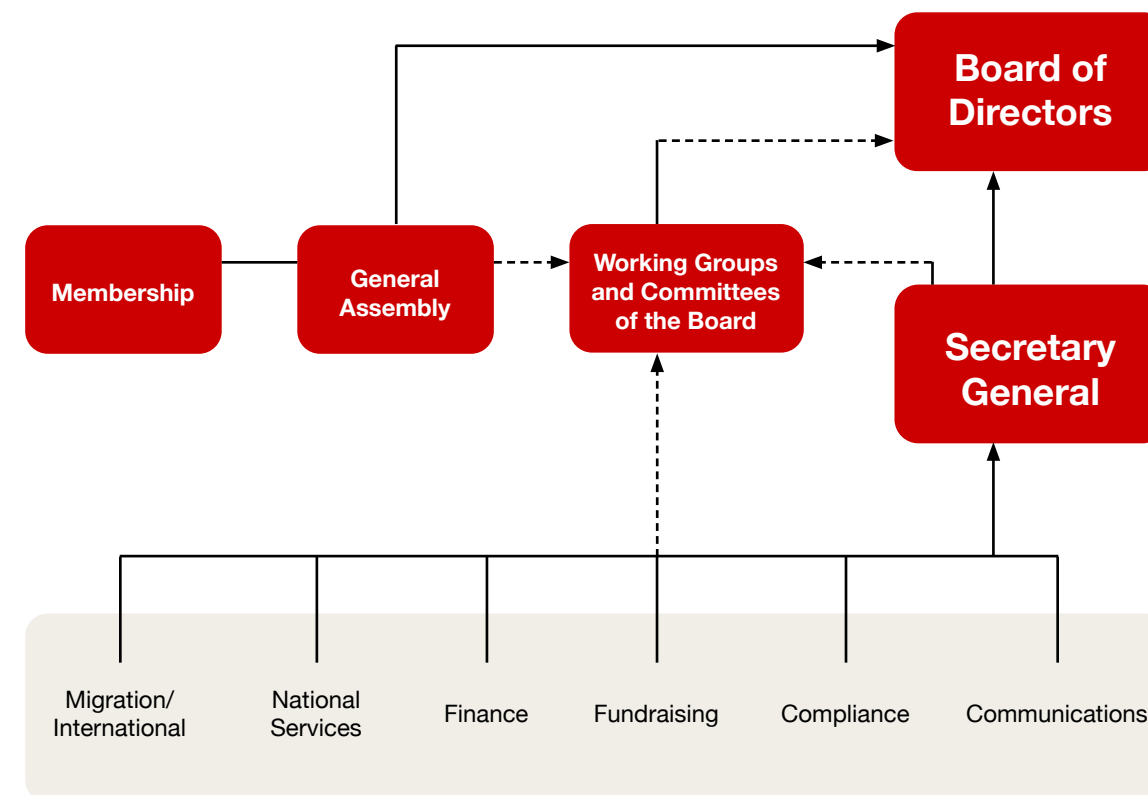
As the Red Cross National Society in Ireland, the Irish Red Cross is also part of the International Red Cross and Red Crescent Movement, which is the world's largest humanitarian network, comprising more than 16 million volunteers in 191 countries worldwide. The Movement comprises the National Societies in countries around the world, along with the International Committee of the Red Cross (ICRC) and the International Federation of Red Cross and Red Crescent Societies (IFRC). The work of the ICRC is based on the Geneva Conventions of 1949, their Additional Protocols, its Statutes – and those of the International Red Cross and Red Crescent Movement – and the resolutions of the International Conferences of the Red Cross and Red Crescent. The ICRC is an independent, neutral organisation ensuring humanitarian protection and assistance for victims of armed conflict and other situations of violence. It acts in response to emergencies and at the same time promotes respect for International Humanitarian Law and its implementation in national law. The Irish Red Cross Society was recognised by the International Committee of the Red Cross (ICRC) on 2 November 1939. The IFRC acts before, during and after disasters and health emergencies to meet the needs and improve the lives of vulnerable people. As an international membership organisation, IFRC unites the 191

Red Cross and Red Crescent National Societies and supports them through a global secretariat. The Irish Red Cross Society became a member of the IFRC on 24 November 1945. The IFRC is present in virtually every community on earth. It reaches approximately 160 million people every year through long-term services, development

programmes and disaster response as well as working to improve global humanitarian standards and persuading leaders to act in the interests of vulnerable people. The strength of the IFRC and the RCRC Movement lies in its volunteer network, unparalleled community-based expertise and its independence and neutrality.

Structure and Management

Structure of the Irish Red Cross



A Volunteer-led Organisation

The Irish Red Cross is a volunteer-led membership organisation. Our members generously give their time to support communities across Ireland, operating through a national network of locally run branches.

At the close of 2024, there were 73 active branches grouped into 23 areas, which in turn form part of four regional divisions: West, South, Dublin-Mid-Leinster, and Dublin North-East.

Volunteer leadership is at the heart of our structure. Key roles at branch, area, and regional levels ensure the smooth delivery of services and coordination across the network. At national level, several senior volunteer roles provide operational oversight:

- The National Director of Units, supported by Regional and Area Directors of Units, leads the activities of our uniformed members who provide vital first aid services nationwide.
- The National Director of Community Support heads the network of volunteers delivering a range of community-based services.
- The National Director of Youth leads the organisation's youth volunteer programme.

Each branch and area operates through its own committee, responsible for managing local activities and initiatives.

Supported by Staff and Management

The volunteer network is supported by a staffed secretariat. This team provides logistical, operational, and programme support to volunteers and branches, while also managing a range of national and international services delivered directly by staff.

All staff are part of a formal management structure, reporting to the Secretary General. The Secretary General is accountable to the Board through the Chair of the Board.

As of 31 December 2024, the Senior Management Team comprised the following individuals:



Secretary General
Deirdre Garvey

Deirdre joined the Irish Red Cross in January 2023. With over 27 years of leadership experience in the non-profit sector in Ireland, she previously served as the founding CEO of The Wheel (2000–2022) and Director of Development at Barretstown (1995–2000). She holds a BSc, an MBA, a Certificate in Charity Law, and a Diploma in Executive & Leadership Coaching.

This team provides logistical, operational, and programme support to volunteers and branches.



Head of Fundraising
Charlie Lamson

Charlie brings more than 20 years of experience as a not-for-profit leader and fundraising professional in the US and Ireland. He has worked

with organisations including Sightsavers Ireland, Dublin City University Educational Trust, Front Line Defenders, and Children's Hospital Boston. He holds a Master's degree in International Economics / Social & Economic Development from Johns Hopkins University.



Head of Finance
Rory O'Sullivan

Rory graduated from UCD in 1983 and qualified as a chartered accountant with PWC. He spent 12 years in Australia working in industry before

returning to Ireland in 2001. He joined the Irish Red Cross Society as Head of Finance in March 2015, bringing extensive experience from various financial controller roles in retail organisations.



Head of National Services
Sharon Commins

Sharon joined the Irish Red Cross in February 2024. She has held leadership roles in domestic and international NGOs, delivering social impact

programmes for disadvantaged and marginalised groups. Her experience includes managing primary health care and community programmes in countries such as Sudan, the Democratic Republic of Congo, and Uganda. She holds an MBA from UCD's Michael Smurfit School of Business, a Master's in International Relations, and a degree in Journalism & Communications.



Head of Compliance and Legal Affairs
Marcus Keane

Marcus joined the Irish Red Cross in November 2022. He has over a decade of experience in the NGO sector,

working at the intersection of law, policy, and social inclusion. He has led projects on complex social issues and has experience as a barrister representing a broad range of clients. He holds a BA in Business Studies and Political Science, a HDip and MA in Psychology, and a Barrister-at-Law degree.



Head of International and Migration
Niall O'Keeffe

Niall joined the Irish Red Cross in October 2023. He oversees both the International Programme

and the Migration Programme in Ireland. With a career in the humanitarian sector since the mid-1990s, he has lived and worked in countries including the Democratic Republic of Congo, Rwanda, Tanzania, Kenya, and Ethiopia. He holds a Diploma in Development Studies and a Master's in International Relations.



Head of Communications
Irene Lawlor

Irene joined the Irish Red Cross in September 2024, bringing over 20 years of experience in communications across various sectors. She previously

served as the Social Impact Lead at Haleon and as Communications Manager at Barnardos. She holds a degree in English and Media & Communications Studies and a Master's in Digital Media.

Our General Assembly

The General Assembly is the highest deliberative authority within the Irish Red Cross. Its composition is defined in Article 12 of the Constitution, with at least 75% of its members elected through local area structures. This ensures strong representation and close connections with volunteers and members across the country. Additionally, chairs of committees or working groups who are not already members of the General Assembly may attend as observers.

The General Assembly's powers and responsibilities are detailed in Article 13 of the Constitution, including the election of the Board of Directors. It meets at least twice annually. In 2024, the Assembly convened in May and November. The Chair and Vice Chair of the General Assembly also serve as the Chair and Vice Chair of the Board of Directors. In 2024, Mr. Pat Carey held the role of Chair, with Ms. Olivia Mitchell serving as Vice Chair.

The Board of Directors

The Board of Directors, elected by the General Assembly, holds the authority to lead and oversee the Irish Red Cross in line with its mission and charitable objectives. As trustees of the charity, Board members carry legal responsibilities under charity law. As outlined in Articles 17 and 19 of the Constitution, the Board consists of 14 members. These include the Chairperson, Vice Chairperson, Treasurer, Secretary, and eight additional members elected from within the General Assembly. Two external members, who are not part of the General Assembly, are nominated by the Chairperson in consultation with the Board, chosen for their specific expertise and interest in the work of the Irish Red Cross.

Board members serve on a voluntary basis and do not receive remuneration for their roles, though out-of-pocket expenses related to their duties may be reimbursed.

The Board of Directors met six times in 2024. The Secretary General attends meetings of the Board of Directors but is not a member of the Board.

Responsibilities of the Board

Their key duties include ensuring robust governance systems are in place, maintaining public accountability, and steering the organisation in an effective and efficient manner, in accordance with the Charities Regulator's Governance Code.

We have policies that guide the Board, including on the rotation and terms of Board members.

Board Recruitment and Succession Planning

Board members are elected by the General Assembly. Once appointed, Board members serve typically for a fixed period of three years. They may be reappointed, subject to an overall limit of three terms, nine years of service.

As many board members are elected through the General Assembly, which in turn comprises mainly members from the branch structures, there is a limited pool from which Board members may be drawn, and succession planning needs to be understood in this context. The Nomination Committee of the General Assembly has a significant role to play in planning as they are tasked with proposing candidates for Chairperson, as well as choosing delegates for the General Assembly which may be drawn from outside the organisation, many of whom go on to serve on the Board. Equally,

the Chair can select two board members in consultation with the Board, which allows the organisation to identify and target individuals with skills that can fill any gaps at board level.

Board and Committee Diversity and Skills

The Board is committed to equality, diversity and inclusion in its membership. In 2024, the Board comprised 9 men and five women. Two board members were aged between 30-39; the remaining 12 were all over 50.

The Board in 2024 had a good spread of knowledge and skills from both inside the organisation and externally. Key skillsets that board members have and bring to the table include:

- Strategic leadership
- Policy expertise
- Charities regulation
- Governance and Risk
- Finance
- Emergency response coordination
- Volunteer development
- Youth engagement
- HR
- Marketing and communications

Induction, Training and Development

All Board members participate in induction shortly after appointment to familiarise themselves with their statutory responsibilities, their role as Board members, the governance framework, the work of the Irish Red Cross and the risk environment. In addition, Board members are asked to complete several online

trainings modules and are invited to participate in training events, webinars and activities hosted from time to time by external bodies.

All Board members are encouraged to participate, visit and engage with the programmes of the Irish Red Cross during their term on the Board.

During 2024, Board members attended the Irish Red Cross Humanitarian Awards, the National Volunteer Awards, and the Good Governance Awards. Some members visited our work in prisons, others participated in the workshops, including one on volunteer recruitment and engagement led by the IFRC.

Conflicts of Interest and Loyalty

A comprehensive Conflict of Interest and Loyalty Policy is in place that requires the Board members to disclose and manage actual or potential conflicts of interest or loyalty and/or activities or relationships that may give rise to a perception of a conflict of interest.

Declaration of conflicts of interest or loyalty are standing items on the agenda for each Board and/or Committee meeting. The Conflict of Interest and Loyalty policy was last reviewed and updated in 2025.

Our Board Members, 31 December 2024.

Chairperson | **Pat Carey**

Pat Carey was the first independently appointed Chairperson of the Irish Red Cross, bringing nearly 14 years of political experience and a strong track record in public service and policy leadership. As a former Government Minister, Pat led national strategies across community development, social inclusion, equality, and integration—key areas that align closely with the humanitarian values of the Irish Red Cross. He also played a central role in cross-border cooperation, charities regulation, and the National Drugs Strategy. Pat’s leadership is grounded in a deep commitment to social justice, strong governance, and community resilience.

Key strengths
Strategic leadership | Social policy expertise | Charities regulation | Cross-border collaboration | Governance

2024 Board meeting attendance 6/6

Committee Membership None

Vice-Chairman | **Olivia Mitchell**

Olivia Mitchell is an experienced national politician with a BA in Economics and Politics. She began her career as an economics teacher before serving as Councillor and Chair of the Local Authority. Elected to the Dáil in 1997, Olivia held spokesperson roles covering Housing, Health & Children, Arts, Sports & Tourism, Communications, and Transport. Her leadership, policy expertise, and commitment to public service make her a strong asset to the Irish Red Cross.

Key strengths
Leadership | Health and social policy expertise | Public advocacy and strategic communication

2024 Board Meeting Attendance 4/6

Committee Membership
Nomination Committee (Chair)

National Treasurer | **Brian Byrne**

Brian Byrne has been an Irish Red Cross member since 1979, serving at multiple levels including Deputy Area Director, Area Chairman, and National Treasurer. He currently chairs the Finance Working Group, sits on the Governance Working Group, and represents Dublin Borough at the General Assembly. Brian is also a Trustee of the Irish Red Cross pension scheme and the Board’s representative on the Youth Working Group, actively supporting youth programs.

Professionally, Brian has worked at RTÉ since 1983, with expertise in compliance and finance. His extensive voluntary leadership in finance and governance roles underscores his strong financial stewardship and commitment to the Irish Red Cross mission.

Key strengths
Financial management | Governance | Risk | Youth engagement | Volunteerism

2024 Board Meeting Attendance 6/6

Committee Membership
Finance Working Group (Chair); Audit and Risk Committee; Governance Committee

National Secretary | **Ted Noonan**

Ted Noonan has been a dedicated Irish Red Cross volunteer since 1968, serving in numerous leadership roles from Unit Officer to Area Director of Units in Cork. At the national level, he chairs the Volunteer Support and Development Working Group and serves as Regional Director of Units (South). He also represents the IRC on the Voluntary Emergency Services South forum, which he formerly chaired.

Ted is deeply committed to emergency response and community resilience, having coordinated Southern Region operations during major crises from 2009 to 2018. He was honoured with the REHAB Cork Person of the Year Award in 2010. Professionally, Ted spent 42 years with Eircom, advancing to managerial roles in HR, Health & Safety, and change management.

Key strengths
Emergency response coordination | Volunteer development | Community resilience | Leadership | Operational management

2024 Board Meeting Attendance 6/6

Committee Membership
Governance Committee (Chair); Community Support Working Group

Board Member | **Julie O’Brien**

Julie O’Brien has been an active Irish Red Cross volunteer since 2004. She serves as Chairperson of the Baileborough Branch, Area Treasurer for Cavan, General Assembly Representative, and Deputy Area Director of Units. Julie also contributes nationally through the Finance Working Group and the Health and Safety Forum, helping shape the Society’s long-term development.

A qualified EMT, Julie holds numerous first aid and instructor certifications. Professionally, she runs a healthcare-training company and has contributed to education governance through school board roles.

Key strengths
Volunteer leadership | Financial oversight | Health & safety | Training and education | Strategic planning

2024 Board Meeting Attendance 4/6

Committee Membership:
Finance Working Group; Health and Safety Committee; Clinical Governance Group; Training Working Group

Board Member | Donal Lawlor

Donal Lawlor brings over 30 years of senior leadership experience in accounting, finance, and business transformation across diverse sectors. A qualified Chartered Director and Chartered Accountant, Donal has held key roles including Finance Director at the Irish Management Institute and Managing Director of Autoglass, where he led major IT and operational reforms.

He has served on several national bodies, including chairing the Audit Committees of the NCSE and NDA, and as a director of the Irish Association of Pension Funds. His qualifications include an MSc in IT and credentials from both ACCA and CIMA.

Key strengths

Strategic financial leadership | Governance | Audit and risk oversight | Digital transformation | Board-level experience

2024 Board Meeting Attendance 5/6

Committee Membership

Audit and Risk Committee (Chair)

Board Member | Will Meegan

Will Meegan has been a committed Irish Red Cross member since 1986, with extensive experience in Unit operations and branch leadership. He currently chairs the Dublin Borough Area Committee and has played a key role in volunteer coordination and governance.

Will has also held leadership roles in other voluntary organisations, including Glenans Irish Sailing Club, where he led structural reform. Professionally, as a Telecommunications Technician with Eir, he has served on the company's Risk Management Group and chaired

the Dublin No.1 Branch of the Communications Workers Union. During the Covid-19 crisis, he led national safety planning efforts to protect staff and customers.

Key strengths

Volunteer leadership | Risk management | Health & safety planning | Organisational restructuring | Crisis response

2024 Attendance 6/6

Committee membership

None

Board Member | Alexander Smyth

Alexander Smyth, from County Donegal, has been an active Irish Red Cross member since 2011. He serves as Area Director of Units for Roscommon and is a qualified EMT, CFR-A Instructor, EFR Instructor, and Manual Handling Instructor. During the Covid-19 pandemic, he supported both the HSE and local communities on behalf of the Red Cross.

Professionally, Alexander has a strong background in healthcare and law, holding a BA, LLB, and currently pursuing a Barrister-at-Law degree at the Honourable Society of King's Inns. He has significant experience in corporate governance and is a director of several healthcare and veterinary companies. A committed advocate for animal welfare, he also supports related charities.

Key strengths

Operational leadership | Healthcare expertise | Governance | Legal knowledge | Crisis response

2024 Attendance 4/6

Committee membership

None

Board Member | Felix O'Regan

Government Representative to the General Assembly

Felix O'Regan brings extensive expertise in communications, public affairs, and governance, gained through senior roles in the consumer and banking sectors, including as CEO of the Independent Consumers Association of Ireland and Director of Communications with the Banking & Payments Federation.

He has served in non-executive roles on the boards of the Social Finance Foundation, Microfinance Ireland, and currently The Wheel. A committed supporter of the not-for-profit sector, Felix has also been involved in community fundraising and voluntary communications roles.

Key strengths

Strategic communications | Public affairs | Board governance | Stakeholder engagement | Not-for-profit leadership

2024 Attendance 6/6

Committee Membership

Governance Committee; Finance Working Group

Board Member | Cepta Dowling

Cepta Dowling, from Dublin, brings a wealth of experience in community development, governance, and project management. She holds a Master's in Social Enterprise and Innovation and a Bachelor's in Further Education Management, both from DCU.

Her career spans roles with AnCO, FÁS, and the Northside Partnership, where she led innovative

projects in human resources, business start-ups, and policy development. Since retiring in 2013, Cepta has worked as a freelance consultant in the community and voluntary sector.

Key strengths

Governance and compliance | Community development | HR and policy expertise | Project innovation | Social enterprise

2024 Attendance 4/6

Committee Membership

Governance Committee

Board Member | Anne-Marie O'Sullivan

Anne-Marie O'Sullivan is a marketing and strategy professional with extensive experience in brand development, sustainability, and social impact. As former Global Director of Corporate Partnerships at Kerry Group, she led global initiatives including the company's Covid response programme MyCommunity and partnerships with the UN World Food Programme and Concern Worldwide.

She has held senior roles in strategic marketing across the food, health, and climate sectors, including with McCann-Erickson, Diageo, and Mars. Anne-Marie is also an Enterprise Ireland Mentor and holds a degree in Economics from Trinity College Dublin.

Key strengths

Strategic communications | Sustainability leadership | Corporate partnerships | Social impact | Brand strategy

2024 Attendance 4/6

Committee membership

None

Board Member | Martin Long

Martin brings over 25 years of experience spanning the not-for-profit, business, and government sectors. He is Director of the Catholic Communications Office of the Irish Bishops’ Conference and serves on the Bishops’ Council for Justice & Peace, with a focus on social justice and humanitarian advocacy. Martin was also part of the organising team for the 2018 papal visit to Ireland. His work includes supporting Irish emigrants and prisoners in the UK, collaborating with Trócaire on global development issues, and promoting public awareness of inequality and climate justice. A former PR manager at Insurance Ireland, Martin led an award-winning anti-fraud campaign. He has served as a special adviser to a Government Minister and currently sits on the board and Governance Committee of the Glencree Centre for Peace & Reconciliation.

Martin holds degrees in economics, politics, and psychology from UCD, along with postgraduate qualifications in legal studies and leadership.

Key strengths
Public communications | Social justice advocacy | Governance | Humanitarian awareness | Strategic leadership

2024 Attendance5/6

Committee Membership
National Youth Working Group

Board Member | Cliona Lehane

Cliona has been a dedicated member of the Irish Red Cross for nearly 20 years, actively contributing at Branch and Area levels. She has been a General Assembly Member for Kerry since 2009, previous Board member for two terms, and a previous member of Health and Social care working group for two terms. She is also a member of the Volunteer Support and Development Working Group and has served on the nominations committee for two terms. Outside the Red Cross, Cliona is actively engaged in her local community as a youth club leader and committee member, and she supports local fundraising initiatives, particularly for sports clubs.

Key strengths
Governance | Volunteer support | Safeguarding, youth engagement | Community development

2024 Board Meeting Attendance2/6

Committee Membership
Volunteer Support and Development Working Group; Governance Committee; National Safeguarding Committee

Board Member | Joe Dowling

Joe has been an active Irish Red Cross volunteer for many years and joined the Board in 2021. He currently serves as Branch Secretary of Camross and General Assembly Representative for Laois. Joe is also Deputy Area Director of Units in Laois and acts as Board Liaison on the Fleet Renewal Group.

A qualified EMT and experienced first aid instructor, Joe holds multiple advanced certifications including CFRCI, CFRAI, and FARI. He also brings a background in engineering and business. Prior to his Red Cross involvement, he held leadership roles with Macra na Feirme and represented Ireland at European rural youth events.

Key strengths:
Volunteer leadership | First aid training | Emergency medical care | Project coordination | Youth engagement

2024 Board Meeting Attendance5/6

Committee membershipNone

Committees and Working Groups

We have 14 Committees and working groups which support the Irish Red Cross with governance responsibilities. Generally, Committees and Working Groups are supported by a named role in the secretariat and have a Board member sitting on the committee. During 2024, the following Committees and Working Groups supported the governance responsibilities of the organisation.

Governance Committee

The Governance Committee makes sure that rules are followed and interpreted correctly, based on the organisation's constitution and the regulations for charities.

During 2024 the Governance committee reviewed our submission to the Governance Code and focused on the organisation's approach to working groups and committees.

Governance Committee (9 members)

Ted Noonan	2/2
Cepta Dowling	1/2
Tony Lawlor	2/2
Felix O'Regan	1/2
Brian Byrne	2/2
Barry O'Donovan	2/2
Aiden Lonergan	2/2
Liam Maguire	1/2
Patrick McGonagle	0/2
Cliona Lehane	1/2

Finance Working Group (FWG)

The group monitors the organisation's financial results and policies and advises on financial management, reporting, treasury and reserves as set out in the Constitution and Rules of the organisation.

During 2024, the group worked on supporting and training branch and area office holders, as well as working on the roll out of the iPlicit accounting system.

Finance Working Group (7 members)

Brian Byrne	5/5
Julie O'Brien	5/5
Brian Madden	5/5
Pat O'Connor	4/5
Felix O'Regan	3/5
Patrick McGonagle	3/5
Jonthan Tyner	2/5
Bernie O'Sullivan	4/5

Membership and Disciplinary Committee (MDC)

The Membership and Disciplinary Committee does not have a fixed workplan throughout the year but meet as needed to address live matters or support processes. Members are drawn from both inside and outside the organisation. It is chaired by an independent external expert. They did not meet in 2024.

National Safeguarding Committee (NSC)

Supports the board on safeguarding matters, both in the context of children and vulnerable adults. During 2024, the Committee carried out a significant piece of work in supporting the Board's desire to return to in person safeguarding training,

following a period during Covid-19 of training being online only. A training for trainers' session was held in Portlaoise in September 2024.

National Safeguarding Committee (6 members)

Mary Watters (Chair)	6/8
Maxine Kelly	8/8
Cliona Lehane	4/8
Michael Lynch	8/8
Aiden Lonergan	5/8
Bernie O'Sullivan	2/8

Audit and Risk Committee (ARC)

Monitors the control and risk management of the systems of the Irish Red Cross and advises the Board on internal controls, risk and compliance

During 2024, the items worked on by the Committee included tender processes for both internal and external audit functions, the annual review of risk, the review of the annual financial statements for the purposes of recommending them to the board, and the internal audit cycle on financial controls. The Committee met seven times.

ARC Committee (5 members)

Donal Lawlor (Chair)	7/7
Miriam Dunne	3/4
Paul Irimia	4/7
Ger O'Sullivan	7/7
Brian Byrne	2/2

We also have a few Working Groups supporting the operational work of our organisation:

- **Volunteer Development and Support Working Group (VSDWG)**
Works on areas relevant to volunteer support, such as membership offerings and officer resources. The group met six times in 2024.
- **Clinical Governance Group (CGG)**
Focuses on clinical aspects of our service delivery, particularly in the context of the regulatory environment operated by the Pre-Hospital Emergency Care Council (PHECC). The group met five times in 2024.
- **Training Working Group (TWG)**
Focuses on developing and delivering training across the organisation, with a particular emphasis on training courses accredited by the Pre-Hospital Emergency Care Council (PHECC). The group met eight times in 2024.
- **Quality Assurance Committee (QAC)**
Focuses on the quality assurance of courses developed and delivered by Irish Red Cross, with a particular emphasis on training courses accredited by the Pre-Hospital Emergency Care Council (PHECC). The group met six times in 2024. They also changed their name during 2024 to the Quality Assurance Working Group.
- **Youth Working Group (YWG)**
Works on activities related to Irish Red Cross Youth.
- **Community Support Working Group (CSMG)**
Works on community support activities undertaken through the organisation, like therapeutic hand care and psychological first aid training.
- **Health and Safety Committee (HSC)**
Focuses on health and safety in volunteer services. They did not meet in 2024.
- **International Advisory Group (IAG)**
Advises on our international activities.

Activities of the Board in 2024

A key focus for the Board in 2024 was the consultation process and development of the organisation strategy 2025 – 2030.

Board Evaluation

A survey of Board members to gather insights and feedback is planned for early 2025.

Decision-making

At the Irish Red Cross, robust and transparent decision-making is fundamental to how we uphold our mission and ensure accountability to our members, partners, donors, and the communities we serve.

Our governance and decision-making structures are grounded in legislation that establishes the key bodies of the Society and outlines their respective powers and responsibilities. This legislative framework is further reinforced by our written Constitution and Rules, which provide a clear structure for how the organisation is governed and how decisions are made at every level.

The General Assembly is the Society's highest deliberative authority and plays a central role in setting strategic direction and policy. It delegates certain powers to the Board, which in turn delegates specific responsibilities to the Secretary General. These delegations are governed by written policies on delegated authorities, ensuring that decisions are made at the appropriate level, with transparency and within clearly defined limits.

The Secretary General holds operational responsibility for implementing the Board's strategic direction and is supported by a senior

management team. The Secretary General empowers staff to act on matters related to finance, human resources, procurement, and other operational areas, all within the boundaries set by our policies and internal controls.

In addition to the General Assembly and the Board, a few specialised committees and working groups support our decision-making. Each of these bodies operates under a Board-approved Terms of Reference, which defines their mandate, scope, and level of authority. These committees play a key role in advising on and overseeing specific areas such as finance, risk, audit, governance, and volunteer engagement, helping to ensure informed and accountable decision-making throughout the organisation.

We regularly review our governance framework and decision-making processes to ensure they remain fit for purpose, aligned with best practice, and responsive to the evolving needs of the organisation and our stakeholders.

Our approach to decision-making reflects our commitment to good governance, transparency, and accountability—principles that are essential in maintaining public trust and delivering on the humanitarian mission of the Irish Red Cross.

Risk Management

The Irish Red Cross operates a comprehensive Risk Management System (RMS), managed by the Secretariat and overseen by the Audit and Risk Committee (ARC) on behalf of the Board. The RMS is designed to ensure that potential risks are systematically identified, assessed, and managed across the organisation. It comprises four core elements:

1. Risk Management Policy

This policy outlines the organisation's approach to risk management, describes the RMS framework, and details the roles, responsibilities, and timelines for annual review.

2. Risk Register

The Risk Register identifies the key risks currently facing the Society. Each risk is assessed with a controlled risk score, based on its likelihood and potential impact, considering the controls in place. The Register also outlines the organisation's risk appetite for each risk.

3. Risk Management Plan

Each identified risk is assigned to a designated owner at the Senior Management Team level. The plan details specific mitigating actions, with clear timelines and assigned responsibilities, aimed at reducing the organisation's overall risk exposure.

4. Internal Audit Plan

This outlines the internal audit schedule for the year ahead, focusing on high-risk areas to ensure effective oversight and continuous improvement.

The Risk Management System is reviewed regularly throughout the year to ensure the identified risks, mitigation strategies, and the organisation's risk appetite remain relevant and responsive to changes in the external and internal environment. Risk is a standing agenda item at both Audit and Risk Committee (ARC) and Board meetings, with an annual risk management report submitted first to ARC and then to the Board. There were three significant developments around risk management during 2024:

1. We entered into an agreement with Russell Brennan Keane (RBK) for internal audit services. Internal audit provides an independent insight into key organisational activities and processes and offers the organisation the opportunity to benchmark itself against best practice. In 2024, we completed an internal audit of financial controls.
2. We employed a staff role with a specific focus on risk management to support risk activities across the organisation.
3. We worked to embed risk management more deeply in the organisation, running risk workshops with individual committees and departments to develop more locally managed risk registers.

The key risks identified include:

- **Misalignment with needs and mandate**
Activities not fully aligned with the needs of beneficiaries or the organisation's humanitarian mandate.
- **Regulatory non-compliance**
Risks related to non-adherence to statutory obligations and regulatory frameworks.
- **Governance and accountability**
Potential breakdowns in governance, policy adherence, decision-making processes, and accountability structures.
- **Legacy systems**
Challenges from outdated systems that affect operational efficiency and service delivery.
- **Reputational risk**
Potential for reputational damage due to negative media or sector-wide issues, regardless of direct involvement.

The Irish Red Cross has a written risk management plan in place which is designed to address and mitigate risks. Examples of mitigation strategies that were undertaken in 2024 include:

- Training and advice for staff and members in key areas, such as clinical services and safeguarding
- Commencement of a policy consolidation and control project to ensure the systematic regularisation of the policy base in use across the organisation
- Commencement of planning for a digital transformation, moving in a structured way away from legacy systems through a multi-year project
- Recruitment of a Head of Communications and additional staff in compliance and support roles

Codes of Practice and Regulatory Compliance

The Irish Red Cross is committed to maintaining the highest standards of governance, transparency, and accountability. The organisation adheres to a range of codes and regulatory frameworks, including:

- The Charities Governance Code
- Guidelines for Charitable Organisations on Raising Funds from the Public (Charities Regulator)
- The Dóchas Code of Conduct on Images and Messaging
- PHECC Guidelines (Pre-Hospital Emergency Care Council) for patient care services
- Charities SORP (FRS 102) – for financial reporting

- Irish Association for Counselling and Psychotherapy (IACP) Code of Ethics and Practice for Counsellors / Psychotherapists
- The 7 Fundamental Principles of IFRC
- Children First guidance for safeguarding
- Lobbying regulations

Our work in Irish prisons and within the Irish Probation Service community, is bound by strict ethical standards and professional codes of conduct to ensure the rights, safety, and dignity of service users. These standards are guided by Irish law, international human rights obligations, and the policies of the Irish Prison Service (IPS) and Probation Service. They include:

1. Respect for Human Rights
2. Professional Conduct
3. Confidentiality and Privacy
4. Duty of Care
5. Rehabilitation and Reintegration
6. Equality and Non-Discrimination
7. Respect for Human Dignity
8. Accountability and Transparency
9. Collaboration and Community Engagement

The Society is regularly audited by statutory bodies and funding partners. Most recently, the Pre-Hospital Emergency Care Council (PHECC) audited the organisation's training services in 2024. The resulting report demonstrated our compliance and outlined some opportunities for continuous improvement. It is available on the PHECC website.

In 2024, the organisation continued to take steps to ensure and enhance governance and regulatory compliance. These included:

- Commencing a review of our constitution and rules to ensure best practice for an entity of our size and scale
- Completing an internal audit cycle on financial controls
- Completing returns to funders and regulatory authorities on our financing and activities, including lobbying
- Taking external advice in key areas (HR, data protection) to inform and enhance our approach to ensuring compliance
- Revising and updating our conflicts of interest and loyalty policy and codes of conduct for Board and General Assembly members

Transparency remains a core value of the organisation. Key documents—including the strategic plan, financial reports, governance documents, and core policies—are published on the Irish Red Cross website. The organisation's financial accounts are prepared in line with FRS 102 and the SORP for charities.

Safeguarding

The Irish Red Cross undertakes a broad range of activities each year across communities in Ireland — from fundraising, first aid provision, and commercial training to community outreach, youth engagement, and humanitarian support for those arriving from conflict zones. We are also involved in reuniting family members who have been separated due to conflict or migration. Across all this work, we remain firmly committed to creating a safe, inclusive, and supportive environment for everyone who engages with us.

Safeguarding is a core priority, particularly given our regular engagement with young people and vulnerable individuals. Our safeguarding processes are embedded into the Society's membership induction procedures,

including mandatory safeguarding training and Garda Vetting. In 2024, through the National Safeguarding Committee, the organisation initiated a return to in-person safeguarding training across all staff and volunteers. A cohort of experienced members were trained as trainers in September 2024, and between September and December 2024, over 200 people were trained in in-person sessions across the country, with this work continuing in 2025. The organisation also updated its child safeguarding statement in 2024.

In 2024, the ongoing armed conflict in Ukraine continued to shape our humanitarian response. As part of our support for Ukrainian refugees being accommodated by Irish host families, the National Safeguarding Committee played a key role in overseeing Garda Vetting for hosts — helping to ensure appropriate and safe placements.

Beyond safeguarding, we maintain a strong focus on compliance across all areas of our operations, ensuring that our work meets the highest standards of accountability and responsibility.

Treasury Policy

The Irish Red Cross has a written Treasury policy which will be reviewed in early 2025. The purpose of the policy is to out the Irish Red Cross' management of funds and its approach to investment, to ensure that potential income from the investment of funds is maximised, while minimising the risk posed by investment. Investments are monitored by the Audit and Risk Committee, and Goodbody provided investment advice and management services.

Statement of Directors' Responsibilities

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 judgements 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 also responsible for keeping proper accounting records that disclose, with reasonable accuracy, the financial position of the Society and that enable it to ensure that the financial statements comply with relevant legislation.

Furthermore, the Board is responsible for safeguarding the assets of the Society and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

These financial statements were approved by the Board of Directors on 28 June 2025.



Independent Auditors' Report

to the General Assembly of Irish Red Cross Society

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Irish Red Cross Society (the 'Society') for the financial year ended 31 December 2024, which comprise the Statement of Financial Activities, the Statement of Financial Position, the Cash Flow Statement, and the notes to the financial statements, including a summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', issued in the United Kingdom by the Financial Reporting Council, having regard to the Charities Statement of Recommended Practice.

In our opinion the financial statements:

- give a true and fair view of the state of the Society's affairs as at 31 December 2024 and of its net outgoing resources for the year then ended; and

- have been prepared in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', having regard to the Charities Statement of Recommended Practice.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described 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 for Auditors (Ireland) 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 auditor's 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.

Our 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 course of 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 and restrictions on use

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 directors either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

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 auditor's 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: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our Auditors' Report.

The purpose of our audit work and to whom we owe our responsibilities

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

S&W Partners (Ireland) Limited
Chartered Accountants and Statutory Audit Firm
Paramount Court
Corrig Road
Sandyford Business Park
Dublin 18

Date: 28 July 2025

» Volunteer of the Year award winner, James Lafferty from Ennis branch.



Other Matters

Lobbying and Political Contributions

There were no political contributions in 2024, and as a result no disclosures required under the Electoral Act 1997.

As required under the Regulation of Lobbying Act 2015, Irish Red Cross now records all lobbying activity and communications engaged with Designated Public Officials (DPOs) and makes the returns and submissions required by the Act.

Accounting Records

The books of account are maintained at our registered office in 16 Merrion Square, Dublin 2.

Legal & Administrative Information

Board Members

Pat Carey
Olivia Mitchell
Brian Byrne
Ted Noonan
Julie O'Brien
Donal Lawlor
Martin Long
Will Meegan
Cliona Leenane
Felix O'Regan
Joe Dowling
Alexander Smyth
Cepta Dowling
Anne Marie O'Sullivan

Principal Banker

Bank of Ireland

Solicitors

Mullany Walsh Maxwells

S&W Partners (Ireland) Limited
Chartered Accountants and
Statutory Audit Firm
Paramount Court
Corrig Road
Sandyford Business Park
Dublin 18

Head Office

Irish Red Cross
16 Merrion Square,
Dublin 2,
D02 XF85

Charity Registration Number

20005184

Revenue Charitable Status Number

CHY3950

Senior Management Team

Deirdre Garvey
Niall O'Keeffe
Sharon Commings
Rory O'Sullivan
Charles Lamson
Marcus Keane
Irene Lawlor



» Workshop hosted in Tramore for young Ukrainians to explore positive mental health and learn some psychological first aid skills.

Financial Statements

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» Teaching school children CPR skills in Dundalk.

Statement of Financial Activities

For the financial year ended 31 December 2024
Incorporating the Income and Expenditure Account

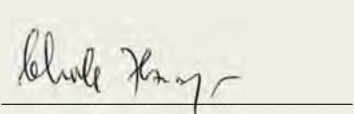
		Restricted Funds	Unrestricted Funds	Total	Total
	Notes	2024 €'000	2024 €'000	2024 €'000	2023 €'000
Income & endowments from					
Donations & Legacies	3 (a)	15,103	6,494	21,597	19,510
Charitable Activities	3 (b)	-	939	939	906
Other Trading Activities	3 (c)	-	450	450	337
Investments	3 (d)	-	79	79	29
Other	3 (e)	-	157	157	65
Total Income & endowments	3	15,103	8,119	23,222	20,847
Expenditure on:					
Raising Funds	4	30	2,201	2,231	1,929
Charitable Activities	5	19,357	4,524	23,881	21,740
Total expenditure		19,387	6,725	26,112	23,669
Net(outgoing)/ incoming resources for the year	16	(4,284)	1,394	(2,890)	(2,822)
Transfer between funds	15	(278)	278	-	-
Net movement in funds		(4,562)	1,672	(2,890)	(2,822)
Reconciliation of funds:					
Total funds brought forward	15	17,832	13,124	30,956	33,778
Total funds carried forward		13,270	14,796	28,066	30,956

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 28 July 2025.

On behalf of the Board of Directors



Charlie Flanagan | Chair



Brian Madden | National Treasurer

The notes on pages 89 to 102 form part of these financial statements.

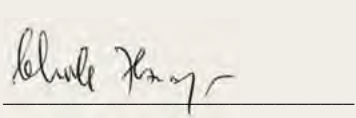
Statement of Financial Position

As at 31 December 2024

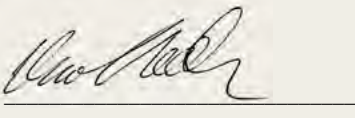
	Notes	2024 €'000	2023 €'000
Fixed assets			
Tangible fixed assets	7	7,745	6,379
Investments	8	5,012	-
		12,757	6,379
Current assets			
Stocks	9	73	86
Receivables: amounts falling due within one year	10	775	1,305
Cash and cash equivalents	11	15,203	24,055
		16,051	25,446
Current liabilities			
Payables: amounts falling due within one year	12	(709)	(811)
		15,342	24,635
Net current assets			
		28,099	31,014
Total assets less current liabilities		(33)	(58)
Payables: amounts falling due in more than one year	13		
		28,066	30,956
Funds:			
Represented by			
Restricted funds	15	13,270	17,832
Unrestricted funds	15	10,106	8,043
Designated funds	15	4,690	5,081
Total funds		28,066	30,956

The financial statements were reviewed and approved by the Board of Directors on 28 July 2025.

On behalf of the Board of Directors



Charlie Flanagan | Chair



Brian Madden | National Treasurer

The notes on pages 89 to 102 form part of these financial statements.

Cash Flow Statement

For the year ended 31 December 2024

	€'000	2024 €'000	2023 €'000
Net cash (outflow) from operating activities		(1,942)	(3,269)
Capital expenditure and related grants:			
Payment to acquire fixed assets	7	(2,029)	(456)
Receipts from sale of fixed assets		178	100
Net cash (used in) financing activities			
Loans (repaid) in year		(47)	(75)
Investment in European Bonds		(5,012)	–
(Decrease) in cash		(8,852)	(3,700)
Reconciliation of net cash flow			
(Decrease) in cash		(8,852)	(3,700)
Bank balances at beginning of year		24,055	27,755
Cash and cash equivalents	11	15,203	24,055
Reconciliation of net (outgoing) resources to cash inflow from operating activities		2024 €'000	2023 €'000
Net (outgoing) resources		(2,890)	(2,822)
Depreciation	7	539	522
(Increase)/Decrease in stocks		13	(7)
(Increase)/Decrease in receivables		530	(1,040)
(Decrease) in payables		(102)	(10)
(Loss)/Profit on disposal of fixed assets		(32)	88
Net cash (outflow) from operating activities		(1,942)	(3,269)

Notes to the Financial Statements

For the year ended 31 December 2024

1. Accounting Policies

The principal accounting policies of the Irish Red Cross, 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 Board’s review of the Irish Red Cross’s financial results for the 2024 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.

Notes to the Financial Statements (continued)

1. Accounting Policies (continued)

(b) Incoming Resources and Endowments (continued)

- 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. as the 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 costs

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.

Notes to the Financial Statements (continued)

1. Accounting Policies (continued)

(c) Resources Expended and basis of allocation of costs (continued)

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 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.

(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
Mini buses and Vehicles	6% 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.

Notes to the Financial Statements (continued)

1. Accounting Policies (continued)

(e) Investments

Investments are remeasured to market value at each reporting date. Gains and losses on remeasurement are recognised in profit or loss for the period.

(f) Receivables

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

(g) 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.

(h) Stocks

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

(i) Payables

Short term payables are measured at the transaction price.

(j) 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.

(k) 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.

(l) Deferred Income

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

Notes to the Financial Statements (continued)

1. Accounting Policies (continued)

(m) 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.

(n) 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.

(o) Pensions

The Irish Red Cross 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 in independently administered funds.

(p) Taxation

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

(q) Value Added Tax

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

(r) Provisions

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

(s) 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. It was last reviewed in 2024. The Board of Directors agreed the minimum reserves level should be three to six months of unrestricted expenditure.

Notes to the Financial Statements (continued)

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

		Restricted Funds 2024 €'000	Unrestricted Funds 2024 €'000	Total 2024 €'000	Total 2023 €'000
	Notes				
Donations and legacies	3 (a)	15,103	6,494	21,597	19,510
Charitable activities	3 (b)	-	939	939	906
Other activities	3 (c)	-	450	450	337
Investments	3 (d)	-	79	79	29
All other sources of income	3 (e)	-	157	157	65
Total		15,103	8,119	23,222	20,847

3(a) Donations and legacies

		Restricted Funds 2024 €'000	Unrestricted Funds 2024 €'000	Total 2024 €'000	Total 2023 €'000
	Notes				
Regular Giving		4	668	672	640
Public Appeals and Events		2,097	1,768	3,865	7,948
Tax Efficient Giving		-	578	578	485
Legacies		-	150	150	52
Donations in Kind		-	658	658	50
Corporates, Major Donors and Trusts		174	1,455	1,629	1,054
Grant Income	3 (a)(i)	12,828	1,217	14,045	9,281
Total		15,103	6,494	21,597	19,510

The decline in 'restricted public appeals and events' in 2024 reflects the absence of new major emergency appeals, in contrast to 2023, which saw significant responses in crises in Gaza, Morocco and Libya. However, the increase in other income lines in 2024 compared to 2023 reflects the planned incremental growth in fundraising to support the expanded scope of our work in Ireland, alongside targeted investment in fundraising capacity. This is particularly evident in the 'grants income' line where a number of significant EU/Government related grants were secured

Notes to the Financial Statements (continued)

3. Income and Endowments from (continued)

3(a) (i) Grant Income

Unrestricted Grant Income :

		Total 2024 €'000	Total 2023 €'000
Granting Authority			
Department of Defence	Contribution to the Administration costs of Head Office	845	845
Various County Councils	Various Projects*	17	19
Mountain Rescue Ireland	Mountain Rescue Operations	32	35
Sanofi		-	5
DCEDIY	Admin Fees	252	-
DETE	Admin Fees	71	-
Total unrestricted grant income		1,217	904

* This income was received from 9 county councils, predominantly for community projects.

Restricted Grant Income:

		Total 2024 €'000	Total 2023 €'000
Granting Authority			
Department of Defence	Grant for ICRC Funding	130	130
Department of Children, Equality, Disability, Integration and Youth	Irish Refugee Protection Programme	420	423
	National Support Organisation for Community Sponsorship Ireland Programme	600	-
	Ukraine Accommodation Programme	3,411	3,414
	Asylum, Migration and Integration fund	385	-
Irish Prison Service	Prison Programme Community Based Health & First Aid	442	279
Department of Enterprise, Trade and Employment	Scheme of Emergency Relief to Businesses, Voluntary, Community and Sporting Organisations	6,273	3,712
Department of Rural and Community Development	CLAR	195	-

Notes to the Financial Statements (continued)

3. Income and Endowments from (continued)

3(a) (i) Grant Income (continued)

Restricted Grant Income:

		Total 2024 €'000	Total 2023 €'000
Granting Authority			
County Council	Various local Projects with branches	48	26
	Community Support Scheme	6	13
	LEADER Project Ambulance Base and Training	21	20
Health Service Executive	Various local projects with branches and areas	30	-
Department of Foreign Affairs	Irish Aid Grant: Community Support Fund	100	60
	04 -23 Supporting our Community Based Livelihood Enhancement project in Nepal		
IFRC	Safe Homes research programme	150	111
	EU4 Health	371	-
Kennedy Wilson	Migration Programme in Ireland	-	42
Community Foundation Ireland	Migration Programme in Ireland	-	40
Department of Rural and Community Development/ POBAL	Scheme to Support National Organisations	123	79
Department of Children, Equality, Disability, Integration and Youth/ POBAL	Youth Services Grant Scheme	102	-
National Lottery	Upgrading medical equipment	3	-
	Purchase of minibus	-	25
	Community supports	18	3
		12,828	8,377
Total Grant Funding		14,045	9,281

Notes to the Financial Statements (continued)

3. Income and Endowments from (continued)

3(b) Charitable Activities

	Restricted Funds 2024 €'000	Unrestricted Funds 2024 €'000	Total 2024 €'000	Total 2023 €'000
Charitable activities				
Training	-	56	56	86
Ambulance duties	-	854	854	820
Profit on sale of fixed asset		29	29	-
Total	-	939	939	906

3(c) Other Activities

	Restricted Funds 2024 €'000	Unrestricted Funds 2024 €'000	Total 2024 €'000	Total 2023 €'000
Products and Manuals	-	79	79	57
Medical and First Aid Services	-	47	47	47
Training	-	324	324	233
Total	-	450	450	337

This relates to training activities for members and the public.

3(d) Investments

	Restricted Funds 2024 €'000	Unrestricted Funds 2024 €'000	Total 2024 €'000	Total 2023 €'000
Earned Income	-	67	67	29
Investment income	-	12	12	-
Total	-	79	79	29

Income included in investment income comprises bank interest (including from investment with Goodbody's) received and receivable. The Earned Income comprises income related to the informal use of various rooms in different Irish Red Cross buildings operated by our branches and areas.

Notes to the Financial Statements (continued)

3. Income and Endowments from (continued)

3(e) All other sources of income

	Restricted Funds 2024 €'000	Unrestricted Funds 2024 €'000	Total 2024 €'000	Total 2023 €'000
All other sources of income				
Royalties income	-	157	157	65
Total	-	157	157	65

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.

4. Expenditure on Raising Funds

	Direct Costs 2024 €'000	Support Costs 2024 €'000	Total 2024 €'000	Total 2023 €'000
Voluntary income	1,469	174	1,643	1,463
Earned Income	526	62	588	466
Total	1,995	236	2,231	1,929

In 2024, the costs associated with raising funds increased as part of our strategic investment to maintain engagement with the significant number of new donors acquired in 2023. This investment included the recruitment of additional staff, increased use of Direct Response Television (DRTV), and other direct campaign costs. As a result, total funds raised in 2024 exceeded those of 2023, in line with our growth strategy. This approach reflects our commitment to building long-term donor relationships and sustaining support for our vital humanitarian work.

Notes to the Financial Statements (continued)

5. Expenditure on Charitable activities

	Notes	Direct Costs 2024 €'000	Support Costs 2024 €'000	Total 2024 €'000	Total 2023 €'000
Emergency response and recovery	5 (a)	16,894	2,002	18,896	16,455
Resilience	5 (b)	2,142	254	2,396	3,335
Community Support	5 (c)	2,283	274	2,557	1,862
Other - loss on disposal of fixed assets		32	-	32	88
Total		21,351	2,530	23,881	21,740

5(a) Emergency response and recovery

	Direct Costs 2024 €'000	Support Costs 2024 €'000	Total 2024 €'000	Total 2023 €'000
Domestic Emergency	6,127	726	6,853	5,280
Refugee Resettlement	4,949	586	5,535	3,926
International Project Expenditure Ukraine	3,813	452	4,265	5,383
International Project Expenditure Others	2,005	238	2,243	1,866
Total	16,894	2,002	18,896	16,455

Domestic emergency expenditure continued in 2024, as we administered Emergency Humanitarian Flooding Scheme on the request of the Department of Enterprise, Trade and Employment. This scheme provided vital assistance to small business owners to get back on their feet after severe flooding weather events.

Notes to the Financial Statements (continued)

5. Expenditure on Charitable activities (continued)

5(b) Resilience

	Direct Costs 2024 €'000	Support Costs 2024 €'000	Total 2024 €'000	Total 2023 €'000
Ireland				
Training	326	39	365	313
Membership & volunteer development	331	39	370	267
Youth programmes	79	9	88	120
Unit management	130	15	145	361
Branch operational costs	1,026	122	1,148	1,403
International resilience programme	250	30	280	871
Total	2,142	254	2,396	3,335

5(c) Community Support

	Direct Costs 2024 €'000	Support Costs 2024 €'000	Total 2024 €'000	Total 2023 €'000
Community Support	1,449	200	1,649	1,375
Irish Prison Service	541	52	593	363
Restoring Family Links	293	22	315	124
Total	2,283	274	2,557	1,862

Notes to the Financial Statements (continued)

5. Expenditure on Charitable activities (continued)

5(d) Governance and Support Costs

Governance costs include the following:

	Total 2024 €'000	Total 2023 €'000
External audit	58	90
Internal audit	12	10
Subscriptions to ICRC & IFRC	281	286
Staff costs	486	385
Other governance costs	379	228
Total	1,216	999

Staff costs have continued to increase between 2023 and 2024 due to expansion to meet increased governance requirements. This investment is required to support our significantly expanded direct charitable activities.

Support costs include the following:

	2024 €'000	2023 €'000
IT equipment, licences and ongoing supports	312	238
Building management services	200	152
Finance & communications functions	925	829
Depreciation	115	110
Total	1,552	1,329
These costs are proportionally allocated against Raising Funds and Charitable Activities expenditure	2,766	2,328

Notes to the Financial Statements (continued)

6. Staff Costs

Number of staff	2024 No.	2023 No.
Fundraising	13	11
Finance, IT, Admin, Communications	11	12
National Services	16	19
Public Training	10	10
Community Support	24	10
International Services	7	6
Governance	6	5
Migration Services	33	24
Total	120	97

There has been a significant growth in the two departments that work with the Ukrainian community in Ireland, with community support rising by 14 and migration services expanding by 9.

6(a) Total staff costs

	2024 €'000	2023 €'000
Wages & salaries	5,187	4,002
Social welfare costs	553	418
Pension costs	166	149
Total	5,906	4,569

Notes to the Financial Statements (continued)

6. Staff Costs (continued)

6(b) Staff remuneration

Staff who received salaries and any benefits in kind (excluding pension contributions) were as follows:

	2024 No.	2023 No.
Band: €110,001 - €120,000	1	-
Band: €100,001 - €110,000	-	1
Band: €90,001 - €100,000	-	-
Band: €80,001 - €90,000	3	4
Band: €70,001 - €80,000	1	1
Band: €60,001 - €70,000	9	3
Total	14	9

The Board of Directors approve salary scales for all staff. Salary scales are set using an independent benchmarking exercise completed every 3 – 4 years. Remuneration is set with regard to the scale, scope and complexity of the organisation’s operations, and is benchmarked against comparable roles in the Irish not-for-profit and public sectors. The remuneration package for the current Secretary General comprises of a gross salary in the €110,001 - €120,000 band (exact amount received was €116,000 in 2024, €110,000 in 2023) and a 10%-gross-salary contribution towards pension fund which is in accordance with the terms of contract. The Secretary General received vouched expenses only for verified out-of-pocket expenses, in line with the expenses policy. No bonus or top-up payments were made.

6(c) Key Management Remuneration

Key management personnel include senior management and received remuneration of €555,044 (2023: €541,954) in the year. The cost of employer pension contributions for key management in 2024 was €28,658(2023: €39,324).

Notes to the Financial Statements (continued)

6. Staff Costs (continued)

6(d) Staff emoluments and Directors' Expenses

The average number of volunteers contributing their time and skills for the Irish Red Cross during the year was as follows:

	2024 No.	2023 No.
	3,260	3,512
	3,260	3,512
	2024 €'000	2023 €'000
Directors' expenses:		
Vouched expenses incurred by directors and reimbursed by the Irish Red Cross	1	2
Directors' indemnity insurance cover cost	13	12
Total	14	14
	2024 No.	2023 No.
Number of directors receiving expenses	14	14

The Irish Red Cross 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. Directors' expenses are for travel, meetings and accommodation costs incurred.

The members of the Board of the Irish Red Cross serve in a voluntary capacity and receive no remuneration. Out-of-pocket expenses incurred by board members in fulfilling their duties are reimbursed in line with the organisation's policies.

Notes to the Financial Statements (continued)

7. Tangible Fixed Assets

	Freehold/ Leasehold Premises and Land €'000	Ambulances Sea Rescue and Equipment €'000	Mini Buses and Vehicles €'000	Fixtures, Fittings and Equipment €'000	Computer Equipment €'000	Total €'000
Costs						
At 1 January 2024	5,019	6,975	757	670	827	14,248
Additions	817	984	174	7	47	2,029
Disposals	(250)	(253)	(48)	-	-	(551)
At 31 December 2024	5,586	7,706	883	677	874	15,726
Depreciation						
At 1 January 2024	1,151	4,937	413	586	782	7,869
Charge for the year	99	363	39	14	24	539
On disposals	(7)	(372)	(48)	-	-	(427)
At 31 December 2024	1,243	4,928	404	600	806	7,977
Net book value						
At 31 December 2024	4,343	2,778	479	77	68	7,745
At 31 December 2023	3,868	2,038	344	84	45	6,379

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 by the 31 December 2025.

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.

Notes to the Financial Statements (continued)

8. Investments

	2024 €'000	2023 €'000
European bonds (excluding UK)	5,012	-
Total	5,012	-

This refers to the investments we have made facilitated by Goodbody's Investment Advisors, the purpose of which is to reduce risk to funds held and also to increase income for charitable purposes. A subgroup of board members and senior staff oversee these investments and they are reviewed by the board via the Audit & Risk Committee.

9. Stocks

	2024 €'000	2023 €'000
Uniforms	61	69
Manuals	12	17
Total	73	86

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

10. Receivables: amounts falling due within one year

	2024 €'000	2023 €'000
Receivables	528	1,043
Amounts owed from related party (note 20)	29	14
Prepayments	218	248
Total	775	1,305

11. Cash & Cash Equivalents

	2024 €'000	2023 €'000
Cash at bank and on hand	15,201	24,053
Prize bonds	2	2
Total	15,203	24,055

Prize bonds have a maturity of less than 90 days.

Notes to the Financial Statements (continued)

12. Payables: amounts falling due within one year

	2024 €'000	2023 €'000
Payables	149	328
Accruals	235	209
Other payables	184	146
Deferred Income (Note 12(i))	123	88
Bank loans (Note 14)	18	40
Total	709	811

Included within other payables is an amount for PAYE/PRSI of €155,550 (2023: €123,000).

The repayment of trade payables vary between on demand and 90 days. No interest is payable on 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.

12(i) Deferred Income:

	2024 €'000	2023 €'000
Opening balance	88	79
Amounts received	2,657	397
Amounts released	(2,622)	(388)
Total	123	88

Deferred income is partially related to amounts received in advance of entitlement in respect of training courses. The other income is related to funds received from the Kessel provision.

13. Payables: amounts falling due in more than one year

	Note	2024 €'000	2023 €'000
Bank Loans	14	33	58
Other Payables		-	-
Total		33	58

Notes to the Financial Statements (continued)

14. Bank Loans

	2024 €'000	2023 €'000
Current		
Bank Loans	18	40
Total	18	40
Non-current		
Bank Loans due 2-5 Years	33	58
Total	33	58

These loans are held by two branches and are for facilities in use by the branches. All loans are approved by the board. There is regular monitoring on these loans and their repayment.

There is a loan secured via 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 €103,547 (2023: €106,013) at the financial year end date.

The current APR applying to this loan is 5.64% and the term is 10 years to be repaid by the 28th June 2027.

There was 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 €140,340 (2023:€143,429) at the financial year end date.

The current interest rate applying to this loan is 4.95% and the term is 8 years to be repaid by 2027.

Notes to the Financial Statements (continued)

15. Movement in Funds

	At start of year 2024 €'000	Incoming Resource 2024 €'000	Outgoing Resource 2024 €'000	Transfers between Funds €'000	At end of year 2024 €'000
Restricted Funds	17,832	15,103	(19,387)	(278)	13,270
Unrestricted Funds	8,043	7,911	(6,725)	877	10,106
Designated Funds	5,081	208	-	(599)	4,690
Total	30,956	23,222	(26,112)	-	28,066

Unrestricted Funds

The closing unrestricted fund balance of €10.1m is primarily made up of fixed assets of €7.7m (note 15 (a)).

15 (a) Analysis of Net Assets

	Restricted Funds 2024 €'000	Unrestricted Funds 2024 €'000	Designated Funds 2024 €'000	At end of year 2024 €'000	At end of year 2023 €'000
Tangible Fixed Assets	-	7,745	-	7,745	6,379
Investments	5,012	-	-	5,012	-
Current Assets	8,258	3,103	4,690	16,051	25,446
Creditors: Amounts falling due within one year	-	(709)	-	(709)	(811)
Creditors: Amounts falling due after one year	-	(33)	-	(33)	(58)
Total	13,270	10,106	4,690	28,066	30,956

Notes to the Financial Statements (continued)

15. Movement in Funds (continued)

15(b) Analysis of Restricted Funds

	Notes	Restricted Funds 2024 €'000	Restricted Funds 2023 €'000
Gaza		935	345
Indonesia		11	12
International Response Fund		197	132
Spain		5	-
Nepal		13	3
Southern Africa		11	10
Sudan		61	-
Syria		39	36
Yemen		57	53
Domestic Floods & Emergencies Fund		20	20
Refugee fund		19	-
Restricted Funds in Area & Branches	(i)	541	404
Covid 19 Fund		18	74
Hawaii		5	5
Middle East crisis		35	-
Morocco		27	281
Libya		31	81
India		-	5
Turkey/Syria Earthquake 2023		148	1,129
Creeshlough		150	102
International Development Fund		563	329
Afghanistan		23	22
East Africa		3	2
Ukraine		10,357	14,786
Ethiopia		1	1
Total		13,270	17,832

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

Notes to the Financial Statements (continued)

15. Movement in Funds (continued)

15(b) Analysis of Restricted Funds (continued)

There is a 7% 'management and administration' charge applied on restricted funds received over €5,000 which covers costs associated with general organisational governance, operational quality and compliance as well as oversight. This relates only to the funds received by the central support office. In 2024 this 'management & Administration' fee totalled €125,000 which is included in our unrestricted income.

Restricted Funds in Area & Branches	2024 €'000	2023 €'000
Split of Projects:		
Ambulance/Motor Vehicles	206	179
Ambulance Equipment	48	23
Health and Social	220	155
Buildings	45	28
Training	8	8
Youth	14	11
	541	404

Restricted Funds

The income/expenditure in Government programmes within restricted activities that incur costs before income is received is reflected as a transfer between restricted and unrestricted funds.

15(c) Analysis of Designated Funds

	2024 €'000	2023 €'000
Areas & Branches	1,875	1,791
Organisational Investment & Growth Fund	2,311	2,910
Joseph Kessel Fund	504	380
	4,690	5,081

Designated funds

Areas & Branches

The Board has decided that unrestricted funds in Area and Branch bank accounts should be designated for use in the areas and branches.

Notes to the Financial Statements (continued)

15. Movement in Funds (continued)

15(c) Analysis of Designated Funds (continued)

Designated funds (continued)

Organisational Investment & Growth Fund

As outlined in note 15(b), a 7% ‘management and administration’ charge is applied to restricted income. In 2022, the Board decided that the €2.9 million management and administration charge applied to the €42 million raised for the Ukraine Appeal would be transferred from unrestricted funds to a newly designated fund: the Investment, Growth & Sustainability Fund.

In December 2022, the board approved an initial five-year plan for allocating this fund. Its purpose is to support strategic, purposeful investment in the organisation’s medium-to-long-term sustainability, modernisation, and growth, ultimately enabling more impactful service provision to communities across Ireland.

The fund is expected to be deployed between 2023 and 2027 (with flexibility to extend to 2028). Allocation of funds will be reviewed annually as part of the budget process, depending on how many of the initiatives below can be supported through other funding sources.

€599k of this fund was invested during 2024.

Key investment areas include:

- Completion of a multi-year Digital Transformation that goes beyond IT upgrades to encompass a comprehensive review and enhancement of systems, processes, and organisational behaviours. This will improve how we gather, analyse, and apply data across service delivery, compliance, planning, and reporting.
- Development of a robust and agile measurement and evaluation framework, along with a long-term resourcing plan, to assess impact and inform strategic decisions.
- Strategic fundraising review and implementation, aimed at diversifying income streams and growing unrestricted funding sources.
- Enhanced communications to raise awareness of the Irish Red Cross’s work in Ireland among stakeholders, beneficiaries, funders, and the general public.
- Membership recruitment drive to grow our volunteer base significantly.
- Strengthening unrestricted reserves, to improve organisational resilience against unforeseen income fluctuations.
- Implementation of an upgraded internal audit and risk management system, enhancing oversight and accountability.

Notes to the Financial Statements (continued)

15. Movement in Funds (continued)

15(c) Analysis of Designated Funds (continued)

Designated funds (continued)

Joseph Kessel Fund

A designated fund holds royalties from the works of French writer Joseph Kessel, who bequeathed his royalty rights to the Irish Red Cross. These funds are specifically allocated for capital expenditure projects.

16. Net (Outgoing) resources for the year

	2024 €'000	2023 €'000
Net (outgoing) resources for the year is stated after charging:		
Depreciation of tangible fixed assets	539	522
Loss on disposal of tangible fixed assets	32	88
Auditors’ remuneration	58	90

As explained in Note 6, members of the board of directors do not receive remuneration for their services as directors.

While the Irish Red Cross is a charity and does not incur corporation tax, it does remit significant payroll taxes and incurs significant costs in irrecoverable VAT.

17. Taxation

The Society, registered charity number 20005184 has charitable tax exemption number CHY3950. Therefore, it is exempt from taxation on Income under Section 207 Taxes Consolidation Act 1997, as it is for charitable purposes.

Notes to the Financial Statements (continued)

18. Commitments

(a) Capital Commitments

At 31 December 2024, the Society had not entered into contracts for the construction or purchase of properties (2023: €Nil).

(b) Operating Lease Commitments

At 31 December 2024 annual commitments under operating leases were as follows:

	Property €'000	Total 2024 €'000	Total 2023 €'000
Within one year	134	134	9
In two to five years	151	151	26
After five years	11	11	11
Total	296	296	46

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.

19. Retirement benefit obligations

The company operates a defined contribution scheme for employees. The pension entitlements of employees are administrated separately by a pension fund. The defined contribution pension charge for the financial year was €165,844 (2023 :€149,131). The amount outstanding at the financial year end was €NIL (2023 : €NIL).

20. Related Party Transactions

The nature of the Irish Red Cross activities means that it has connections to a number of organisations. In line with the fundamental principle of Independence, none of these entities have the ability to direct, control, or unduly influence the activities or decisions of the Irish Red Cross.

During the period, the Irish Red Cross provided income received specifically for this purpose from the Department of Defence to the International Committee of the Red Cross (ICRC) of €130,000 (2023: €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 €57,374 to the Society during the year (2023: €40,927) for delegates in the field. There is an amount due to the Society at year-end of €28,759 (2023: €13,704).

During the year, the Irish Red Cross Society reimbursed vouched expenses to Directors amounting to €437 (2023: €1,521).

Notes to the Financial Statements (continued)

21. Post Balance Sheet events

No significant events have occurred since the balance sheet date which would require adjustments to the accounts as disclosed in the financial statements.

22. Contingent Liabilities

At 31 December 2024, the Society did not have any contingent liabilities (2023: €Nil).

23. Financial Instruments

	2024 €'000	2023 €'000
Financial Assets		
Financial assets that are measured at amortised cost	15,760	25,112
Total	15,760	25,112
Financial Liabilities		
Financial Liabilities measured at amortised cost	381	572
Total	381	572

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.

24. Approval of signing of the Financial Statements

The Financial Statements were approved on 28 July 2025.

We adhere to the following Codes:

The Charities Governance Code

Guidelines for Charitable Organisations on Raising Funds from the Public

The Dóchas Code of Conduct on Images and Messaging

PHECC Guidelines (Pre-Hospital Emergency Care Council) for patient care services

Charities SORP (FRS 102) – for financial reporting

Irish Association for Counselling and Psychotherapy (IACP) Code of Ethics and Practice for Counsellors / Psychotherapists

The seven Fundamental Principles of IFRC

Children First guidance for safeguarding

Lobbying regulations



Crois Dhearg na hÉireann
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