corrymeela

Together is better

Council Treasurer – Information Pack

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A Message from **Roisin Marshall,** Chair of Council

Dear Applicant,

Thank you for your interest in the position of Treasurer for the Corrymeela Community effect from February 2027. We do hope that your interest at this stage is further enhanced by this information pack which is designed to provide you with:

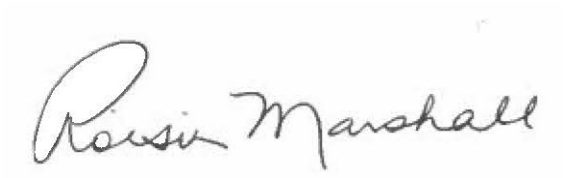
- Background to the Corrymeela Community;
- Information about the Council's Role, Governance and the Values that underpin what we do and how we do it;
- Treasurer's Role Description and Specification; and
- Guidance on how to apply.

This is a very important role for Corrymeela: working with Council the collective role is to lead, provide direction, scrutiny, oversight and insight. We welcome the opportunity to meet with potential applicants, in advance of submitting an application, so we can share more on what we do and how we do it.

Our Corrymeela Community is diverse and we are striving to ensure our Council is truly reflective of the Community we serve. We would particularly welcome applications from ethnic minorities, younger people, people with disabilities and marginalised groups.

Our vision is a society where divisions are not destructive, where people live, learn and work well with each other. This is our compass and our values guide us on our journey.

The closing date for applications is 4pm Wednesday 11 November 2026. We look forward to hearing from you.



Roisin Marshall
Chair of Council

1. Background to the Corrymeela Community

In our increasingly divided world Corrymeela is a movement of people rallied around one inspirational idea – 'Together is better'. We began before the "Troubles" and continue on in Northern Ireland's changing post-conflict society. The organisation grew organically from the original Community members and today our staff and volunteers work alongside the eight thousand people who spend time in our residential centre every year.

We are also a dispersed ecumenical Christian Community and many community members volunteer regularly at the residential centre in Ballycastle.

Our vision is of a society where divisions are not destructive, where people live, learn and work well with each other. Our mission is focused on transforming division through human encounter. We facilitate a range of programmes focused on welcoming everyone, challenging injustice and changing ourselves. A copy of the Corrymeela Strategic Plan to March 2028 which lays out our strategic priorities for this period is in Appendix 1 of the supporting documents pack.

Corrymeela currently has an annual income in the range of £1.5-£1.8 million. Further details on our financial accounting may be accessed through our Annual Reports and a copy of our latest audited accounts is in Appendix 2 of the supporting documents pack.

1.1 Our Structure

The Council is the governing body of the Corrymeela Community. Council Members are elected by the wider Community membership and collectively carry complete legal and financial responsibility for all aspects of the Corrymeela Community. This includes fulfilling its charitable objects; managing risk; employing staff; managing its assets; ensuring compliance with the law and external regulation and ensuring Corrymeela has a coherent strategic vision, which is effectively implemented. We are a registered Charity and a Company Limited by Guarantee.

Corrymeela employs approximately 35 staff to further Corrymeela's vision and mission. Most staff are based in our Ballycastle Centre, a large residential centre at Ballycastle, while others deliver a variety of initiatives in local communities as well as at the Ballycastle site.

Corrymeela has a team of volunteers who are largely based at the Centre in a residential capacity. Volunteers participate in an extensive volunteer experience, including training and personal development, and have an integral role in the lived Community. Residential volunteers are given opportunities to understand the work of the wider Community by developing relationships with members, who act as hosts to long-term volunteers, and engaging in Corrymeela activities/events outside the Centre.

Corrymeela has a dispersed membership of over 160 members who, individually and together, are committed to the healing of social, religious and political divisions that exist in Northern Ireland and throughout the world. Members support the work of the Centre by offering volunteer hours, bringing groups, offering respite for staff and volunteers, financial

giving and fundraising. Members meet together in their local areas to discern how to live out their commitment to Corrymeela in their own situations.

1.2 Our Work and Reach

We deeply believe that everyone is welcome whatever their background, ethnicity, faith, sexuality or nationality. We work relentlessly to tackle intolerance, hatred and oppression through a range of programmes such as enabling young people to tackle sectarianism and support survivors of racism and homophobia. As we hear each other's stories, we learn how to live well with each other. We welcome everyone, we challenge injustice and we change ourselves because we believe together is better.

Our residential centre in Ballycastle has the capacity to accommodate 100 guests across two units. Our staff, members and volunteers provide a safe and welcoming space at the centre, and in local communities, in which groups can experience community whilst pursuing specific programmes.[1] These are designed to reflect the vision of Corrymeela, as set out in the strategic plan. Currently we focus on four key programme areas: Sectarianism, Marginalisation, Legacies of Conflict, and Public Theology. Corrymeela also hosts a range of public events[2] and initiatives, which are run variously by staff, our members and the Leader, and reflect Corrymeela's vision and mission.

1.3 Leadership and Organisational Structure

Corrymeela operates a collective leadership model between the Senior Management Team and Council, as a way of enabling meaningful participation, shared stewardship, clear communication and deeper connection across members, staff, volunteers, supporters and partners. They will represent Corrymeela with integrity and confidence, in a manner that honours its Christian foundation and participate in the creation of its vision for the future.

The Senior Management Team reports to Council through the Chairperson and Office Bearers' Committee.

[1] https://www.corrymeela.org/programmes
[2] https://www.corrymeela.org/events

2. About the Council

2.1 What Is Council?

'Council 'is the executive body of the Community and is equivalent to the Board of Directors of a Company Limited by Guarantee and the Board of Trustees of a charity.

The Corrymeela Community is a registered charity and a company limited by guarantee.[3] As a company we have a Memorandum and Articles of Association (see Appendix 3), revised and adopted 27th April 2019, which governs what we can do and how we must do it. As trustees, ***Council members carry responsibility for the running of Corrymeela's affairs and may in certain circumstances be held legally liable.***

2.2 Council Membership

Council consists of up to 12 people, comprising of no fewer than 6 and no more than 8 elected members and up to 4 co-opted trustees. Although co-opted trustees may not necessarily be members of the community, members will always make up a majority of Council. Elected members are elected from full Community members at the AGM.

The Senior Management Team will normally be in attendance at Council meetings. Where appropriate, other staff may be invited to attend Council meetings for specific business and reporting purposes.

Council members may not receive payment from Corrymeela for any services or any project under the auspices of the Corrymeela Community except for agreed out of pocket expenses. No Council member may be in a trading relationship with Corrymeela.

All conflicts of interest must be declared at the beginning of service and with any change of circumstance. Any specific potential conflicts of interest must also be declared at the beginning of a Council meeting.

2.3 Role of Council Members

The general role of Council members, individually and collectively, is to ensure that Corrymeela operates in a manner which enables it to fulfil the charitable objects listed in the Memorandum and Articles of Association as effectively as possible. Council members play an integral role in formulating strategy and monitoring progress to deliver the aims and priorities of the organisation.

Overall the role of Council is to govern, while responsibilities for management rest with the Senior Management Team. In carrying out its responsibilities, Council will uphold the values of accountability to its stakeholders, probity and transparency.

[3] Corrymeela is a Company Limited by Guarantee, registered in Northern Ireland No NI006823, registered with the Charity Commission for Northern Ireland NIC101597 and registered as a charity with HMRC Reference No XN48052A.

2.4 Role of Council as a Corporate Body

2.4.1 Overall Purpose

To provide governance ensuring that Corrymeela operates in a manner which enables it to fulfil the charitable objects listed in the Memorandum and Articles of Association; achieves its mission and is governed effectively, fulfilling the requirements of the law and good practice.

2.4.2 Key Responsibilities:

- Provide Strategic Direction;
- Ensure compliance with all legal and regulatory provisions;
- Ensure the delivery of excellent services;
- Ensure the organisation's financial and physical resources are effectively and efficiently managed;
- Support the generation of income;
- Ensure effective human resource management, understanding and respecting the relationship between Council and Staff;
- Ensure risk is effectively managed;
- Support effective communications;
- Ensure effective internal governance functions in particular providing clarity around delegation of authority;
- Appoint, manage, appraise and, if required, dismiss the Executive Director and Leader;
- Prepare for AGM, election of Office bearers and possible co-options;
- Arrange the induction of new Council and carrying out a regular skills audit and refresher sessions for all Council members;
- Be accountable to Members of the Corrymeela Community; and
- Review the Code of Conduct every three years.

2.4.3 Specific Duties:

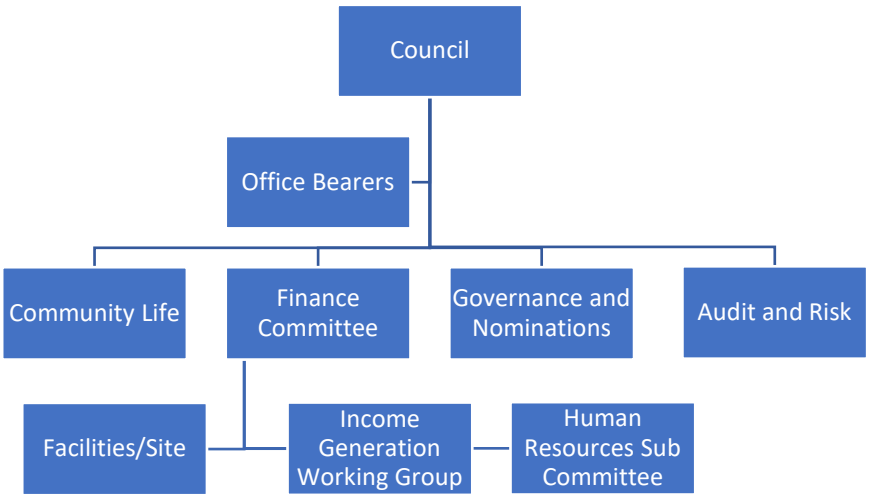
Every Council Member is required to:

- Read the Memorandum and Articles of Association and fully understand Corrymeela's objectives and the rules governing how we operate
- Regularly attend and contribute to Council meetings and support others to contribute
- Exercise confidentiality concerning Council business
- Take time to understand the breadth of Corrymeela's work and involvement
- Represent an agreed Council position or decision when speaking outside Council
- Ensure that Council accomplishes its key roles, as defined above

2.5 Meetings

Council meets at least 7 times a year. There is also a residential weekend normally held in January/February. Meetings are generally held alternatively in Belfast and Ballycastle.

There are a number of sub-committees which require at least one Council member usually acting as committee chair. These are the Office Bearers' Committee, Finance Committee, Community Life Committee, Audit and Risk Committee and Governance and Nominations Committee.



2.6 Governance Framework

Corrymeela is a Company Limited by Guarantee, registered in Northern Ireland No NI006823, registered with the Charity Commission for Northern Ireland NIC101597 and registered as a charity with HMRC Reference No XN48052A.

In 2017-18 Council led a governance review which led to the production of a Governance Framework (Appendix 4). This document – updated in 2026 – sets out to provide information and guidelines to Council Members and the Leadership Team on their tasks, their responsibilities and the policies and ethos which Corrymeela has established for the running of the organisational aspects of the Community. Section 5 of the Governance Framework includes a Code of Conduct for Council Members. The Corrymeela Community subscribes to the principles outlined in the Code of Good Governance.[4]

2.7 Induction & Training

Council will meet with new members to provide an induction to Council's work. In addition, the Council seeks to be proactive in accessing relevant opportunities to enhance the governance skills of its members.

[4] https://www.diycommitteeguide.org/introducing-code

2.8 Our Values

Relationships:

At Corrymeela we believe that relationships — between those involved at Corrymeela; programme participants; grassroots and political communities; new arrivals and settled communities — are vital to the flourishing of work, change and reconciliation. When relationships are valued, dignity and trust can be communicated and deepened.

Welcome:

At Corrymeela we value hospitality, shared meals, time to get to know each other and time where we are not only working with each other. We engrain opportunities for hospitality within our programmes and meetings. We are also deliberate in asking structural questions about our hospitality: Who is missing at the table? Who assumes they are host? Who is not invited to the table? Who is excluded? Who is restrained from participation?

Reconciliation:

No project is achieved without experiences of argument, division and conflict. At Corrymeela we are not surprised when conflict occurs. We work hard to maximise the creativity inherent in conflict for shared and positive outcomes both for individuals as well as for communities. We practice the skills of conversation, understanding, collaboration, compromise, apology, forgiveness and reconciliation. Such commitment embodies our mission and deepens the trust between all constituent members of Corrymeela particularly across positions of responsibility and power.

Communication:

At Corrymeela we engage with over 10,000 people a year. We have both paid staff and temporary support from volunteers who contribute over 80,000 hours per year. None of this happens without communications systems that are both efficient and gracious. We will never achieve the perfect practice of communication however we communicate regularly, are quick to name mistakes and quick to practice forgiveness with each other.

Honesty:

In programme, co-working, financial and accountability structures, we value listening to and telling the truth. We evaluate our programmes, our working relationships, our communications, our feedback systems, our capacity for change and our reporting to our funders. We also bear witness to the truth on matters that matter in our society and we speak this truth in word and action. This practice is more than a requirement for us: it is a value, that enhances our mission to transform division through human encounter.

3. Treasurer Role Description and Specification

3.1 Overall Purpose

The Treasurer is pivotal in providing financial oversight for the Corrymeela Community as a Registered Charity and Company Limited by Guarantee.

3.2 Key Tasks

- To Chair and convene regular meetings of the Finance Committee, which brings recommendations to full Council meetings
- To provide advice, information and clarity to the other trustees on Council on their responsibilities in respect of the financial aspects of Corrymeela's operations
- The Treasurer serves on the Audit and Risk Committee as a voting member,
- The Treasurer reports to Council about the adequacy of the Charity's financial health and internal controls.
- To act as the main point of contact on the Council for the Head of Finance, external auditor and any member of management concerned with the financial aspects of Corrymeela's operations
- To be instrumental in the development and implementation of financial reserves and investment policies
- Oversee major contracts and projects including funder interaction and reporting commitments

3.3 General Financial Oversight

- To oversee and present budgets, accounts and financial statements.
- To liaise with the Head of Finance and Corporate Services about financial matters.
- To ensure that appropriate accounting procedures and controls are in place.
- To ensure compliance with relevant legislation.
- To ensure any recommendations of the auditors are implemented.
- To ensure accounts meet the conditions of contractual agreements with external agencies such as funders and statutory bodies.

3.4 Financial Planning and Reporting

- To oversee presentation of financial reports to Council.
- To make a presentation of the accounts at the annual general meeting (AGM).
- To advise on the organisation's reserves policy and investment policy.
- To advise on the financial implications of the organisation's strategic and operational plans.
- To advise on the fundraising strategy of the organisation.
- To ensure that there is no conflict between any investment held and the aims and objects of the charity.

3.5 Person Specification

Location Most meetings will take place at our Belfast office, Ballycastle Centre or online.

Time There is an estimated commitment of 20 hours per month.

Expenses All relevant out-of-pocket expenses will be reimbursed.

Skills, Experience & Knowledge

Essential

- Significant experience of financial control and budgeting a charity or business, including overarching financial strategy.
- Knowledge of the legal and regulatory frameworks governing the functioning of a large organisation. Demonstrable knowledge and understanding of financial reporting requirements for charitable companies.
- Proven ability to communicate and explain financial information to members of the board and other stakeholders.
- An understanding and commitment to the values of Corrymeela.
- Good self-awareness, interpersonal and communication skills, including the ability to work consultatively and collaboratively.
- A commitment to the time required to fulfil the role of Treasurer.
- Demonstrable proficiency in the use of Microsoft Office platforms.

Desirable

- Knowledge of the legal and regulatory frameworks governing the functioning of a large Charity including Statement of Recommended Practice (SORP).
- Appropriate qualifications and membership in one of the Consultative Committee of Accountancy Bodies or the Chartered Institute of Management Accountants (ACA/ACCA/CIMA/CIPFA).
- Experience in providing strategic direction of reserves and investments policies.
- An understanding of the key trends and current best practice within the not-for-profit financial sector.
- Experience of fundraising and pension schemes.

4. How to Apply

Pre-application:

In advance of applying, we welcome the opportunity to meet with you to share more on what we do at the Corrymeela Community, how we work and to answer any questions you may have.

Please contact David or Nicola at the below to arrange a suitable time:
o Email: david.mark.co.uk@gmail.com / nicolamurray@corrymeela.org
o Phone: 07768306782 / 028 2076 2626

David Mark	Nicola Murray
david.mark.co.uk@gmail.com	nicolamurray@corrymeela.org
07768306782	028 2076 2626

Submitting an application:

- **Please write to us a Letter of Interest (no more than 2 pages of A4) on the following:** *'Share why you would like to be the Treasurer for the Corrymeela Community, what you would bring to the role and your commitment to our values.'*
- **Attach a CV (no more than 2 pages).**
- **Read carefully the Charity Trustee declaration, sign and return your application.**

Please email your **Letter of Interest, CV and Charity Trustee Declaration** to david.mark.co.uk@gmail.com and nicolamurray@corrymeela.org by the 4pm on Wednesday 11th November 2026.

Late applications will not be considered

Meet our Corrymeela Community:

Those applicants that are shortlisted will have the opportunity to meet with some members of the Corrymeela Community before interviews are held. This will be an opportunity for the applicant and members to meet over a cuppa and hear about each other's interest in Corrymeela. Preferably, these will take place onsite at the Corrymeela Centre, 5 Drumaroan Road, Ballycastle, BT54 6QU.

Timeline

The Panel	David Mark, Roisin Marshall, Nicola Murray
Opening Date for Applications	14 October 2026
Closing Date for Applications	4pm Wednesday 11th November 2026
Shortlisting	Week beginning Monday 16th November 2026
Meet our Corrymeela Community	Potentially Thursday 26th November
Interviews	Thursday 26th November 2026, Ballycastle
Handover	January 2027
In post	February 2027

Feedback will be provided to all unsuccessful applicants on request

Charity Trustee Declaration

Corrymeela is a registered Charity. We ask all applicants to confirm their Trustee eligibility and responsibility.

By signing this form, you declare that you:

- Are willing to act as a Charity Trustee.
- Understand your organisation's purposes (objects) and rules set out in its governing document.
- Are not prevented from acting as a charity trustee because you:
    - Have an unspent conviction for an offence involving dishonesty or deception.
    - Are currently declared bankrupt (or subject to bankruptcy restrictions or an interim order).
    - Have an individual voluntary arrangement (IVA) to pay off debts with creditors.
    - Have made a composition or arrangement with, or granted a trust deed for, creditors and this has not been discharged.
    - Are subject to a moratorium period under a debt relief order or a debt relief restrictions order.
    - Are disqualified from being a company director.
    - Have previously been removed as a trustee by the Commission or the High Court due to misconduct or mismanagement, or removed as a charity trustee by any other charity regulator or Court in the UK.
    - Are disqualified or barred from acting as a trustee of this charity under the Safeguarding Vulnerable Groups (Northern Ireland) Order 2007 (as amended by the Protection of Freedoms Act 2012).

You also declare that:

- The information you provide is true, complete and correct.
- You will comply with your responsibilities as a trustee set out in the Charity Commission for Northern Ireland's guidance.

Name	
Signature (If invited for interview you will be asked to counter sign in person.)	
Date	

The 2025-2028 Corrymeela Community Strategy:

UNDERSTAND EACH OTHER BETTER, TRUST EACH OTHER MORE

1. INTRODUCTION FROM THE CHAIR OF COUNCIL

In an ever changing and complex world the distinct contribution of the Corrymeela Community is ever more essential as we continue to contribute to the work of peace and reconciliation both here in Northern Ireland and in a wider world. Our influence in the peace sector has been unique as we have sought to engage with those of difference, had difficult conversations and shared our lived experiences to assist us in moving towards a more cohesive and peaceful society.



The vision and leadership of those who have gone before have been pivotal in creating and shaping a culture of generous welcome and acceptance of others. These role models inspired us to honestly look at ourselves and to have the courage to begin that change of respect and understanding of others within each of us. As we look to the future, we acknowledge the legacy of these inspirational leaders and recognise that the work of the Corrymeela Community is ever more essential as the baton continues to be passed to the next generation of peace builders.

As the Corrymeela Community continues this journey of peace and reconciliation it recognises that key to its success is a clear strategic plan which maps the direction of travel it is required to take over the next 3 years. The following 5 strategic outcomes form an ambitious plan of activity to facilitate this work for staff, volunteers and Community members and challenge us as we continue this vital work.

—Eleanor Hayes, Chair of Council

2. EXECUTIVE SUMMARY

The 2025–2028 Strategic Plan for the Corrymeela Community focuses on peacebuilding and reconciliation in Northern Ireland and beyond, emphasising the importance of understanding and trust among diverse groups.

This document highlights the need for genuine connection and mutual learning to address emerging and persistent societal challenges, particularly those in Northern Ireland.

The strategic plan will guide Corrymeela's activities over the next three years and help staff, volunteers, members and partners play their part in supporting the mission of Corrymeela.



The plan names five strategic outcomes that will become increasingly obvious in 2025-2028:

- We are a People Pursuing Reconciliation
- We Provide Experiences of Mutual Learning
- We have a Recognised and Valued Voice
- We are an Effective Organisation
- We are a Connected Organisation

Each of these outcomes includes key priorities aimed at enhancing community engagement, fostering partnerships, and ensuring effective governance and resource management.

Corrymeela's 2025-2028 Strategic Plan demonstrates a commitment to building a connected organization that collaborates with and learns from various partners to respond to societal needs and promote sustainable peace and reconciliation efforts.

3. WHO WE ARE

Our Story

Corrymeela's founder Ray Davey was deeply affected by the community he experienced and the suffering he witnessed as a chaplain and prisoner of war during the Second World War. His experiences, especially as a witness to the destruction of Dresden, shaped his commitment to peace and reconciliation.

When Ray and others founded Corrymeela in 1965, their desire was to create a place where people could come together, break down divisions, and build relationships based on mutual understanding. This was particularly important in the context of the sectarian conflict in Northern Ireland. They saw Corrymeela as a "community of the open heart, open hand, and open door," where meeting, dialogue, hospitality, and shared experiences could foster peace and address injustice.



Over many decades, Corrymeela has been a shelter where people who might not otherwise have met experience the hope of a better life together.

Our Mission To engage with one another, heal division and support peace and reconciliation in Northern Ireland and beyond.

Our Vision A just and interdependent society, where we understand each other better and trust each other more.

Our Values

Corrymeela can only carry out our mission and achieve our vision if as a community of members, staff, volunteers and partners we live out the values of:

Welcome: a generous and mutual hospitality based on compassion and empathy;
Respect: the recognition of each other's worth, and openness to each other's experiences;
Courage: honesty to look at the world and ourselves so that change can begin from within;
Collaboration: a commitment to working as partners in achieving our ends;
Hope: faith that we can move closer to a future where we all live and work well together.

4. OUR EMERGING CONTEXT

Corrymeela's mission, our vision and our values become unmistakably vital as we consider our emerging context.

Authoritarianism is on the rise in 2025, fuelled by 'us versus them' politics that capitalise on the human need to belong. Years of political polarisation have led to an increase in mistrust. **There are few outlets for honest dialogue, open-minded curiosity, and mutual learning.** As more become aware of and affected by existential threats such as climate disasters and future pandemics, we are less able to provide responses as a global family, choosing instead to take care of our own.



In Northern Ireland, this wider crisis meets the reality of a post-conflict society affected by transgenerational trauma. Division here has deep trenches and high walls. Sectarian violence continues while the number of racist and homophobic attacks increases. Numerous publications in Northern Ireland are highlighting worsening inequalities and the links between paramilitarism, substance use, high levels of domestic and gender-based violence, and deteriorating mental health, all amplified by fear and lack of connection.[1] Poverty harms children in Northern Ireland disproportionately in the areas most affected by the conflict. The majority of women and girls in Northern Ireland have experienced forms of gender-based violence. **At a time of increased isolation, our legacy of violence compounds the debilitating effects of disconnection.** As conversations about the future of these islands become more pressing, there is growing need to trust each other's good will**.**

Our Strategic Plan is informed not only by a renewed sense of who we are and who we are for, but by the evolving social policy landscape. We will ensure our work aligns with broader efforts to build a reconciled society. We welcome the Northern Ireland Executive's Programme for Government 2024-2027 and its cross-cutting commitment to peace. The plan is shaped by the goals of devolved administration in Northern Ireland and its relationship with the UK Parliament. Our policy engagement extends beyond Northern Ireland as we continue to strengthen our relationship with the Irish Government, particularly the Department of Foreign Affairs. As a civic society



[1] See https://www.community-relations.org.uk/files/communityrelations/2024-01/CRC-peace-monitor-report-6-web.pdf; https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/strategic-framework-evawg.pdf

organisation, we are committed to informed advocacy, working alongside those affected by varied inequalities.



Corrymeela offers hope. For more than sixty years, we have provided glimpses of a better world – not because we are special or have ready answers to the world's problems, but because we commit to relationships where people can simply be themselves with others, including those with whom they disagree. Corrymeela is a collection of professional and amateur practitioners who wrestle with questions of faith and doubt, share differing opinions, acknowledge how we have hurt each other and consider forgiveness. Corrymeela recognises that the power to change comes from within. We commit to seeking peace and reconciliation with ourselves and with the world. We are people who have experienced, in a community of diverse views and backgrounds, real hope and profound joy.

The world desperately needs more experiences of genuine connection where we learn how our own wellbeing is inextricably linked to the wellbeing of the whole. **This is what Corrymeela will continue to offer with our 2025-2028 Strategic Plan.**

5. STRATEGIC OUTCOMES

Going forward in 2025-2028, these outcomes will be increasingly obvious:

- **We are <u>People Pursuing Reconciliation</u>[2]**

  Corrymeela is leading out as a visionary, reconciling community of members, staff, volunteers and partners. We intentionally nurture good relations, sustain and ritualise peace, and develop inclusive, restorative and reflective practices.

- **We provide <u>Experiences of Mutual Learning</u>**

  Corrymeela is welcoming diverse collections of people locally and globally to learn from conflict and challenge persistent inequalities. We achieve this

[2] ***Reconciliation*** is a term that is often used, rarely defined and highly contextual. For Corrymeela, **reconciliation is about mutually respectful relationships where we learn from one another (particularly from those we have hurt or been hurt by), understand each other better, and trust each other more.** Only in finding ways to new relationships can we start to build a just and interdependent future where we all feel we belong.

through residential experiences and the long-term mutual support and network building.

- **We have a <u>Recognised and Valued Voice</u>**

  Corrymeela is using its voice to influence public discourse on reconciliation with empathy, understanding and evidence.

- **We are an even more <u>Effective Organisation</u>**

  Corrymeela is sustainably and ethically governed and resourced, enabling us to focus on our mission.

- **We are a <u>Connected Organisation</u>**

  Corrymeela is working closely with grassroots, inter-faith, local and international partners to develop and deliver responsive programming, increase reach, and secure funding.

6. KEY PRIORITIES FOR EACH OUTCOME

Outcome 1: We are <u>People Pursuing Reconciliation</u>

Corrymeela is leading out as a visionary, reconciling community of members, staff, volunteers and partners. We intentionally nurture good relations and sustain and ritualise peace through inclusive, restorative and reflective practices.



Key priorities:

a. We will continue to learn as a community of reconciliation in our emerging context, applying our learning to our practice and our work.

Measure of success – Increased understanding of both Corrymeela's distinct role in the peace and reconciliation sector and the relationship between faith/spirituality and our mission; annual evaluation of our work; progress updates on how much we have done, how well we have done it and whether anyone is better off.

b. We will ensure staff, volunteers and members are supported and challenged, to grow both personally and in their work, to ensure the future of peacebuilding in Northern Ireland

Measure of success – Regular reflective conversations with staff, volunteers and members; practical and relevant support for professional development for staff, volunteers and members.

Outcome 2: We provide Experiences of Mutual Learning

Corrymeela is welcoming diverse collections of people locally and globally to learn from conflict and challenge persistent inequalities. We achieve this through residential experiences and the long-term mutual support and network building of our programmes.

Key priorities:

a. We will nurture our relationships with partner organisations and groups to extend our circle of collaboration.

   Measure of success – increase sustained partnerships with organisations that widen our connection.



b. We will provide opportunities for hospitality, welcoming new partners from across our increasingly diverse and divided society.

   Measure of success – captured information from people who engage with our work to monitor group diversity and determine whether they feel welcomed and included.

c. We will challenge persistent inequalities through relationships and be informed by the learning of our lived experience.

   Measure of success – learning evident in our public voice and civic engagement, our reflective practice and our programmatic offerings and uptake.

Outcome 3: We have a Recognised and Valued Voice

Corrymeela is using its voice to influence public discourse on reconciliation with empathy, understanding and evidence.



Key priorities:

a. We will use Corrymeela's public voice to find ways of sharing our experience and insights courageously and intentionally.

Measure of success – a Corrymeela Communications 'style guide'/protocol is in place and followed.

b. We will implement a Communications Strategy

Measure of success – a 3-year Communications Strategy is in place with a staff member responsible for it; new website; positive social media presence with increasing engagement.

Outcome 4: We are an even more Effective Organisation

Corrymeela is sustainably and ethically governed and resourced, enabling us to focus on our mission.



Key priorities:

a. We will implement a Fundraising Strategy

Measure of success – Annual action plan drafted, implemented and reviewed; income generation increased.

b. We will have a centre site development plan in place that is widely understood by members, staff and volunteers.

Measure of success – plan in place/aspects of plan implemented; funding secured

c. We will have the right IT support in place.

Measure of success – Integrated systems; minimal manual input for bookings, accounts, and other administrative tasks; succession plan set for IT personnel

d. We will ensure Corrymeela is governed effectively

Measure of success – Clear understanding of roles and responsibilities; transparent communication of governance decisions; annual review of effectiveness of Council, committees and organisational leadership.

Outcome 5: We Are a Connected Organisation

Corrymeela is working closely with grassroots, inter-faith, local and international partners to develop and deliver responsive programming, increase reach, and secure funding.

Key priorities:

a. We will continue to cultivate strategic partnerships with key organisations to proactively respond to challenges and opportunities within the wider peacebuilding and community sectors.

Measure of success – Nurturing of strategic partners; development of wider networks; ongoing analysis to assess sector-wider challenges and opportunities



b. We will nurture our relationships with statutory bodies and key funders to enhance the impact of our work and ensure it is sustainably resourced.

Measure of success – Strengthened engagement with key funders and statutory bodies; evidence of our work influencing policy and practice; sustainable funding.

Company Registration Number: NI 006823
Charity Commission NI Registration Number NIC101597

The Corrymeela Community

(being a company limited by guarantee and not having a share capital)

Annual report and Financial Statements

for the year ended 31 March 2026

The Corrymeela Community
(a company limited by guarantee)

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Council members and advisers

Council members

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

Francis Brady	Elected 23 November 2019 (resigned 13 September 2025)
Alexander Craig	Elected 13 September 2025
Brid Cullen	Casual vacancy for E Stanton appointed 21 April 2020
	Elected Chair 13 April 2021 to 26 October 2024
	Elected 24 September 2022
	Elected Vice Chair 26 October 2024 to 13 September 2025
Rachel Gibbs (Vice Chair)	Elected 26 October 2024
	Elected Vice Chair 13 September 2025
George Graham	Co-opted 13 September 2025
Eleanor Hayes	Elected 23 November 2019
	Elected Vice Chair 27 November 2021 to 26 October 2024
	Elected Chair 26 October 2024 to 13 September 2025 (Resigned 13 September 2025)
Andrew Lane	Elected 26 October 2024 (resigned 13 September 2025)
Edward Lane	Co-opted 22 June 2021 (resigned 13 September 2025)
Mary Magennis	Elected 23 November 2019 (resigned 13 September 2025)
Roisin Marshall (Chair)	Co-opted 17 June 2025
	Elected 13 September 2025
John McGrath	Co-opted 21 October 2025
Duncan Morrow	Elected 24 September 2022
Sean Ó Baoill	Elected 24 September 2022
George Ong (Hon. Treasurer)	Co-opted 19 August 2025
Judith Thompson Black	Elected 13 September 2025
Lilian Vellem	Elected 13 September 2025

Senior Management Team

Leader	Alex Wimberly
Head of Finance & Business Development	Nicola Murray
Head of Programme	Sylvia Gordon
Head of Hospitality & Facilities	Michael McCartney

Registered office

5 Drumaroan Road
Ballycastle, BT54 6QU

Solicitors

Edwards & Company
3rd Floor, Sessia House
61-67 Donegall Street,
Belfast, BT1 2LA

Bankers

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

Investment Managers

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

Independent auditors

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

Charity Commission NI Registration Number
NIC101597

HMRC Registration Number
XN48052A

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Report of the Council for the year ended 31 March 2026

The Council members, who are also the directors of the company for the purposes of the Companies Act 2006, present their annual report and the audited financial statements for the year ended 31 March 2026.

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

Objectives and Activities

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

In 2026 Corrymeela Community remains an open Chistian community of 169 members, drawn from a wide range of backgrounds and faith traditions. Members commit themselves to each other and to the work of peace and reconciliation. Corrymeela has a staff of 39 employees and 13 residential volunteers, based at our Ballycastle centre and/or our Belfast office.

In 2025, Corrymeela adopted a new Strategic Plan. As the plan enters its second year of operation, we are seeing results in our work to:

- Strengthen collaborative relationships with local, national and international partners
- Apply learning from our engagement with diverse groups to improve our practice and our work
- Lean into our distinct role in the peace and reconciliation sector, better understanding the relationship between faith/spirituality and our mission
- Develop and implement a Communications Strategy
- Develop and implement a Fundraising Strategy
- Move forward with an All-Site Development plan
- Take advantage of the opportunity of our 60th anniversary to reconnect with supporters and reset ourselves as a community of reconciliation in a changing Ireland.

As described below, to achieve this work in 2025-2026 we have relied on the commitment of staff, volunteers, and community members in a variety of activities.

Achievements and Performance

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

Corrymeela has five distinct areas of programme, each managed by a member of staff: Interfaith and Belief, Legacies of Conflict, Marginalisation, Public Theology, and Youth Peacebuilding. We also employ project coordinators for the 'Shared Agenda for Peace' project and the 'Together We Shelter' project. The Programme team works closely together with our Head of Programme, to support one another in their areas of focus and to identify opportunities for collaboration.

PEACEPLUS Interfaith and Belief April 2025 – December 2027

We launched the **Interfaith and Belief Project** in June 2025 as part of Belfast City Council's Local Community Action Plan, supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB). The purpose is to build, improve and sustain relationships between and within communities of different faiths and beliefs by addressing issues of trust, prejudice and intolerance. Around 70 participants have now registered, and we continue to actively recruit to achieve greater inclusion. Our partners are the Belfast Islamic Centre, NI Interfaith Forum and Redeeming Our Communities (NI).

The Project brings people together working across three streams: 1. Education & Awareness, 2. Unity & Peace - Welcoming Programme and 3. Celebrating Faith and Belief Festivals in the City. As part of **Education and Awareness**, this year our school and youth group pilots engaged 70 young people. The **Unity & Peace Welcoming Programme** is building a fuller picture of social provision by faith and belief groups in the City. This is especially useful for new arrivals, including asylum seekers and refugees. In the **Celebrating Faith and Belief**

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Festivals in the City, we are identifying shared themes across faith and belief festivals and celebrating them together in public events and social action projects. This year we have engaged 100 people in events on the theme of Creation around Jewish, Christian and Celtic festivals and on Fasting around Muslim, Christian, Hindu and Bahá'í festivals.

Marginalisation

Proceeding on a remarkable partner collaboration emerging from our 2.5-year Trauma Project, Corrymeela was awarded funding from the Department of Foreign Affairs annual reconciliation fund, and The Ireland Funds to pilot **In the Midst of Trauma – A Collective Journey.** This project examines the impact of primary, secondary and transgenerational trauma within Peacebuilding Practitioners, supporting communities who have been socially disadvantaged and marginalised. Partnering with Think Tank for Social Action and Change (TASC IE.) the project is a partnership of 17 diverse, cross sectoral representatives from organisations North and South of Ireland. The collective work influences and embeds shared learnings throughout services and programmes engaged by hundreds of people. Thus far, the evaluation has highlighted the critical importance of addressing secondary and vicarious trauma among peacebuilding practitioners, the need for organisational recognition, evidence based and holistic resources, and the value of creating safe spaces for emotional expression, inclusive dialogue, and collective care. Overall, the combined use of survey data, thematic analysis of discussions, and experiential learning has fostered a nuanced understanding of trauma's impact and has informed vital contextual learnings to support communities' disadvantaged, marginalised and impacted by conflict.

Marginalisation has continued to develop key **trauma informed peacebuilding methodologies** with community organisations, reaching nearly 300 people by collaborating and partnering with a wide range of grassroots organisations, universities and institutions, including hosting trauma informed residentials care for grassroot Mental Health Campaigners and Activists, and facilitating bespoke trauma training sessions for the Northern Health and Social Care Trust, and Divine Mercy Primary School, Manchester.

The rise of gender-based violence and femicide in Northern Ireland is disturbing and considered one of the most dangerous places in Western Europe to be a female. Our **Seed of Sequoia – Understanding and Responding to Gender Based Violence within Faith Communities** project has proved challenging to progress, due to navigating the complexity of systemic and deeply embedded cultural attitudes and beliefs around women's place in society, and an unresolved legacy of gendered inequality and discrimination since the creation of Northern Ireland as a state. Although progress has been gradual, we are continuing to use these insights to refine and develop our approach, understanding, and share the systemic challenges to strengthen long term possibilities and impact.

The **Together We Shelter** legacy project is a long-term commitment, requiring time and resources to promote vision, bring visibility to the intersectional complex needs and challenges emerging from conflict, and place genuine emphasis and value on female migrant voices. Throughout the year supported by the Blue Pilgrim Trust, VSB and Benefact Trust we have continued to host courageous spaces to cocreate female leadership and employment programmes and prioritise advocating for over 30 women as strong and skilful people who can make a valuable contribution to NI society. The rise in racism, hate crime and community hostility continues to compound fear and trauma within migrant families.

The **Corrymeela Jasmeena** group emerged from the Together We Shelter project and consists of 17 young migrant women and girls whose roots stretch across many borders and home is now Northern Ireland. Over the year we have developed and embedded the group's sense of belonging and identity through use of inclusive dialogue and the creative arts. The group have created a film, a social media post, partnered with Women's Aid exploring healthy relationships, and hosted a very successful 'Girls with Dreams' event to mark the 16 days of Activism, reaching nearly 100 people. The group continue to grow in confidence and provide a vital voice for young women across Belfast and rural communities.
warmth

Legacies of Conflict

Through the Legacies of Conflict programme, Corrymeela recognises that the effects of conflict extend beyond periods of overt violence, continuing to shape societal relationships across generations. The programme draws on both the Northern Ireland context and international experience to support reflection on the past and contribute to the development of a more just and sustainable peace.

During this reporting period, Corrymeela, in partnership with the Mershon Centre for International Security Studies at Ohio State University, developed an initial concept for an **International Working Group**. The initiative is aimed at both people

in roles that connect grassroots experience with decision-making spaces and practitioners, all of whom bring perspectives and the capacity to influence systems. It prioritises context-specific perspectives, locally grounded practice, and insights from non-Western contexts, with particular attention to those working in under-resourced humanitarian and civic settings, including active conflict environments.

The Stop Attacks Forum reconvened at the Ballycastle Centre in October 2025 to review its approach to addressing paramilitarism. Key areas of focus included strengthening dialogue between communities and policing, enhancing community policing approaches, and improving safeguarding for young people at risk.

On 9 December 2025, members of the Forum participated in a meeting with Fleur Ravensbergen, the newly appointed Independent Expert on paramilitary group transition to disbandment within the Independent Reporting Commission (IRC). This engagement provided an opportunity to contribute grassroots perspectives to ongoing policy discussions. The Forum continues to engage with relevant stakeholders to advocate for sustained attention to paramilitarism and its impact on marginalised communities in Northern Ireland.

Public Theology

The Public Theology Programme at Corrymeela is engaged in several core projects alongside several additional initiatives. The annual **Service for the Day of Reflection** (21 June) remains a key expression of our work, bringing together leaders from civil society, victims, and clergy to remember the Troubles. This year, we also supported a small service in Derry/Londonderry for the first time.

Alongside this, the **UN International Day of Peace** event on 21 September has now been held for four consecutive years and continues to grow, supported by a diverse organising group.

Borderlands, our "brave space for sacred stories," has been a monthly fixture for over four years, with 48 events to date. This year's themes have included loneliness, masculinity, AI, remembering the Troubles, movements, pilgrimage, and rituals. Each event brings together practitioners, activists, theologians, and community builders, alongside poets, musicians, and storytellers. Attendance remains steady at 50–75 people. While modest in scale, Borderlands continues to generate collaborations and spin-off initiatives.

The Corrymeela Podcast has released three new episodes, with two more recorded and forthcoming, reaching an audience of over 1,000 listeners. Last month's webinar with Palestinian pastor and theologian Munther Isaac has received over 500 views, in addition to live attendance.

Alongside these projects, the Public Theology Programme Manager has co-led the **Blessed Are the Brave** residential, spoken in churches, and facilitated Belfast tours for a range of groups, including teachers and clergy. The Faith in Each Other interfaith families network continues through residentials and shared meals.

The Programme Manager also facilitates two political dialogue groups: one comprising senior figures involved in the Good Friday Agreement and early Assembly, and another of emerging politicians from across Ireland and Great Britain. This work, in partnership with Artsawonder, has been a particularly successful area of engagement.

Youth and Peacebuilding

During 2025 – 2026 our engagement with schools and educators continued through the Facing History curriculum we have co-delivered professional development engaging with 36 student teachers (Ulster University and Queen's University Belfast).

In preparation for the Ballycastle Shared Campus we delivered eight weeks of programming with Year 8 students from Cross and Passion College and Ballycastle High School. Over 200 pupils participated in activities which focused on developing relationships across the school communities, respecting individual identity and building shared identity. The programme culminated in June 2025 with a residential in Corrymeela which captured learning and established a peer network of Shared Campus Ambassadors.

Other schools engaged in this reporting period include 60 pupils from Ballymoney High, Our Lady of Lourdes and Dalriada who came together and engaged in discussions on shared history, legacy of the conflict and peacebuilding. A workshop was also held with 35 young people from Friend's School Lisburn as part of their Anniversary Peace Conference. In September 2025, Corrymeela hosted Banbridge High, Newbridge Integrated College and St Patrick's using the residential experience to explore the Plantation of Ulster and the impact on the demographics and cultural landscape of the Island, until the present day.

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Shared Agenda for Peace is a regional youth work project operating in disadvantaged and polarised communities across Northern Ireland and the Border Counties of the Republic of Ireland. Through this PEACEPLUS funded project, the Project Co-ordinator supports local youth groups to develop partnerships and work together in a non-formal shared education programme.

The local cross-community youth partnerships developed in this reporting period are:

1. The Markets and Lagan Village (Belfast)
2. BOMOKA NI and Girdwood (Belfast)
3. Diverse Youth and Cliftonville (Belfast)

Through this we engaged with 90 young people and 17 staff and volunteers and held three residentials at Corrymeela.

The **Seeds of Hope** project, funded by Rotary International with the support of many Rotary districts and clubs worldwide, brings together young leaders from Northern Ireland and the Republic of Ireland to learn, grow and return home as builders of reconciliation and change. In delivering this we are engaging with 25 young people aged 18 – 27 on a cross-border basis. Our partners in this reporting period are Youth Action NI, Youth Link, Youth Work Ireland (Youth) and the Understanding Conflict Trust (UCT).

Youth Peacebuilding at Corrymeela is undertaking a deliberate and strategic shift, standing in deeper solidarity with the diverse communities of Northern Ireland, particularly alongside those who have historically had limited access to external support. In doing so, we are positioning ourselves not only as facilitators, but as active upstanders and conduits for peace, reaching individuals who may not yet have had the opportunity to meaningfully engage with it.

2. We supported 4823 people by welcoming them into experiences of learning and community at our Ballycastle Centre.

During 2025–26, we hosted 3,766 people from 124 groups staying residentially at our Ballycastle Centre. A further 1,057 people from 45 groups took part in non-residential day events, bringing the total to 4,823 participants from 169 groups. Of these, 94 engaged directly in Corrymeela programmes, while all benefited from the Centre's practices of welcome, hospitality, and accompaniment.
Our Centre team's attentiveness encourages groups to return year after year, reflected in consistently positive feedback. Bookings span a wide cross-section of society, including schools, universities, family groups, support groups, and community organisations.
In 2025–26, 48 adult community groups from the UK and Ireland visited the Centre (30 residential, 18-day visits). We also hosted 26 international residential groups, often American universities, and 17 international day groups. In addition, there were 24 youth groups, alongside 16 secondary schools and 3 primary schools, most staying residentially. These categories often overlap. Eighteen groups were faith-based, eight connected to Corrymeela membership, and two were local universities, with a small number attending for respite.
Across all groups, guests receive a warm welcome and attentive care. Shared rhythms - mealtimes, optional worship and reflection, and simple rituals, create space for people to be themselves. The residential setting enables conversations that might not otherwise happen and fosters a deeper awareness of interdependence and shared society.
Corrymeela's ability to host all ages reflects its contribution to both the present and future of Northern Ireland, as well as its global connections. This diversity also highlights the level of care and resource required to maintain a safe and meaningful environment for all.

Volunteering at Corrymeela
The work at the Centre benefits significantly from our Volunteer Programme, which brings together a team of 12–15 long-term residential volunteers from around the world, along with a wider group of short-term and local volunteers, to support visiting groups, offer welcome, and provide accompaniment to those who come to Corrymeela.
In 2025–2026, the residential volunteer team contributed over 20,000 hours of volunteer work at the Centre.
Alongside supporting the Centre and those who stay with us, the residential volunteer programme offers participants an experience that shapes their sense of self and deepens their understanding of community, conflict, and reconciliation, helping to nurture the next generation of peacebuilders. Volunteering has always been at the heart of Corrymeela. As we seek to create communities of collaboration and service, we aim to model a different way of being, one grounded not in transactional relationships, but in mutual care, shared purpose, and collective responsibility.

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3. We committed ourselves as a community of peace and reconciliation.

In 2025, Corrymeela celebrated its 60th Anniversary, remembering that Corrymeela began with the idea of 'community' – with individuals, inspired by their Christian faith, agreeing to be in respectful relationship with each other as an expression of a new way of being human together. Corrymeela continues to have an active membership at its heart. Although we do not require individuals to identify personally as Christian to be a member of Corrymeela, we continue to journey as a Christian community towards reconciliation: 'seeking guidance from the teachings of Jesus, the wisdom of other traditions, and the lessons of our encounters.'

At the end of March 2026, Corrymeela had 159 voting members and 11 provisional members, and 85 associate members. Members commit annually to the values of Corrymeela, promising to live out the purpose of Corrymeela wherever they live, work and worship. Provisional members take on a year of active involvement before deciding whether to commit more fully to the community. Associate members elect to remain in close contact with the life of Corrymeela while recognising they are unable to commit to the level of involvement expected of members.

Members contribute thousands of **volunteer hours** per year to Corrymeela's work at the Centre, alongside programme staff, and through Council and its committees. One noticeable contribution comes in the work of **Community Presence**, as members volunteer at the centre for a weekend, assisting with hospitality tasks and engaging in the life of the centre alongside guests, staff and long-term volunteers. The membership also provides Corrymeela with connections across various strands of society – with over 200 direct links with church, civic, educational, and professional organisations. In committing to being in relationships of difference, the community serves as a contrast to the harmful divisions of our society.

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

In July 2025, Community Members led the annual **Nurturing Hope Learning Journey**. Eighty-five practitioners—Corrymeela Community members and staff, local peacemakers, young adults, university students, and faculty from multiple countries—explored together a relational approach to growing peace. Over their week of living together, they used the Nurturing Hope framework, to explore the dynamics in relationships and conflict-affected societies and those that nurture hope and peace. The approach was intergenerational, intercultural, and "translocal." Learning from one another's contexts, they deepened their understanding, renewed hope, and returned home better able to support others in "experiencing the intimacy of honest differences."

Among the highlights of the members' involvement this past year arose from the creation of the **Fund for Member-Led Initiatives**. Through this scheme, members were encouraged to organise programmes, activities or events in collaboration with staff, volunteers and partners that helped fulfil their commitment to reconciliation. In 2025-2026, five proposals were allocated support from this designated fund. In July 2025, the **Fully Unfiltered: Space to Lead, Space to Belong** residential brought 30 participants from Diverse Youth NI to the centre for four days of programme that offered 'a transformative experience rooted in shared humanity, creativity, environmental care, and intercultural dialogue.' In October, a team of members and volunteers and partners offered an online course entitled **Becoming Holy.** 75 individuals registered for this innovated programme, with 35-50 participants each week learning and sharing around theologies and faith perspectives while the group explored the sacredness of women's, queer and trans lives. A third initiative provided our residential volunteers with **Principled Negotiations** training. At the end of 2025 a second tranche of applications from the membership were received, with two of the three submissions being awarded support. One was the **Becoming Holy Residential**, a follow-up to the online course, allowing participants to attend a residential in May 2026 at a more fully supported rate. The final award for this initial year of the Fund for Members-Led Initiatives was allocated to support Corrymeela's **exhibition at the Linen Hall Library** marking our 60th anniversary. With this allocation of resource, member volunteers were able to move forward with scheduling events for the six-week run and produce materials necessary for the exhibition's success.

4. We made progress on Key Strategic Objectives

The ongoing work carried out at the centre or in the wider community has allowed us to strengthen collaborative relationships with local, national and international partners, and to apply learning from our engagement with diverse groups, improving our practice and our work. Through reflective practice that draws on feedback from groups' evaluations, we are constantly working to adapt and learn from our encounters so that we can **understand each other better and trust each other more**.

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Beyond the more aspirational aspects of our strategy, 2025/2026 saw Corrymeela making tangible progress on key objectives set by our current strategic plan. This included progress on the development of **Fundraising and Communications plans**. The appointment of a Fundraising Manager in early 2025 and a Communications Manager in early 2026 has allowed us to make noticeable strides in both areas. We have already seen encouraging results from our Christmas Appeal, which raised nearly £50,000 with the assistance of matching funds from the Big Give initiative, and from a significantly increased social media presence in the final quarter of the financial year.

This past year also saw the resumption of work associated with an **All-Site Development Plan**, with the creation of a working group to oversee the initial phase and meetings scheduled with the firm awarded the tender.

2025 marked our **60th Anniversary** – and we were able to take advantage of the opportunity to reconnect with supporters and reset ourselves as a community of reconciliation in a changing Ireland. Events during our anniversary year included a choral concert at St. Anne's Cathedral, Belfast; a conference at Coventry Cathedral focussing on how a (re)united Ireland might affect Great Britain; a weekend in Dublin focused on finding 'Shelter in the Storms' and a growing sense of interdependence between communities; and a service marking 60 years since the dedication of the Ballycastle site. For many, the reunion of former volunteers, members and staff in August served as a highlight of our anniversary – and has resulted in the reestablishment of connections that will benefit Corrymeela in the coming years.

Plans for Future Periods

Our current Strategic Plan identifies 5 Key Outcomes we expect will become increasingly obvious by 2028:

- that Corrymeela is People Pursuing Reconciliation:
  Corrymeela is leading out as a visionary, reconciling community of members, staff, volunteers and partners. We intentionally nurture good relations, sustain and ritualise peace, and develop inclusive, restorative and reflective practices.
- that Corrymeela provides Experiences of Mutual Learning:
  Corrymeela is welcoming diverse collections of people locally and globally to learn from conflict and challenge persistent inequalities. We achieve this through residential experiences and the long-term mutual support and network building of our programmes.
- that Corrymeela has a Recognised and Valued Voice:
  Corrymeela is using its voice to influence public discourse on reconciliation with empathy, understanding and evidence.
- that Corrymeela is an Effective Organisation:
  Corrymeela is sustainably and ethically governed and resourced, enabling us to focus on our mission.
- that Corrymeela is a Connected Organisation:
  Corrymeela is working closely with grassroots, inter-faith, local and international partners to develop and deliver responsive programming, increase reach, and secure funding.

To achieve these outcomes, we will continue with our ongoing operations and work in the coming year to:

- diversify our income generation streams
- further develop our Communications strategy, including the launch of a new website
- improve internal communications
- review our leadership structure to ensure it remains fit for purpose
- initiate the first phase of the all-site development plan
- provide a public voice on issues such as the rise of Christian nationalism to prevent further polarisation around faith
- continue to apply learning to our practice from engagement with an increasingly diverse network of partners.

Structure, Governance and Management

Governing Document

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

The Corrymeela Community is a Christian community of reconciliation and there are currently 159 members (175 in 2025), drawn from many traditions whose members individually and together are committed to reconciliation through the

healing of social, religious and political divisions that exist in Northern Ireland and throughout the world. Council is responsible for the overall governance of the charity.

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

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

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

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

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

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

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

Overall the role of Council is to govern, while the responsibilities for management rest with the Leader and the Senior Management Team. In carrying out its responsibilities, Council will uphold the values of accountability to its stakeholders, probity and transparency.

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

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

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

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

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

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

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

Trustee Induction and training
Each new Council member receives a copy of:

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

Improving governance
Council have taken steps to continue to improve the charity's governance so we deliver our mission well now and in the future. Highlights for 2026-2027 include:

- All governance systems and processes are regularly reviewed and updated.
- Policies have been updated and communicated with staff and other personnel.

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

Financial Review

Incoming resources for the year were £1,783,879 (2025: £1,549,350), an increase of £234,529 caused by an increase in the level of donation and legacies and more than £60,000 received in capital grants. Restricted income grew thanks to the recruitment of new Programme Managers for Youth & Peacebuilding, Legacies of Conflict, Centre programme and Interfaith & Belief. Corrymeela continues to deliver project and programmes both at our residential centre and in the community. Regular giving remained strong and residential income, while falling slightly against a very high figure for the previous year, was still almost three quarters of a million pounds. Investment income remained higher than the long term trend and despite uncertainty in the world stock markets in the last months of the financial year, investment assets showed an overall gain.

Expenditure increased by £57,752 overall. The principal reasons for the increase were higher project expenses caused by the recruitment of new programme managers and general inflation of expenses reflected in running the centre.

The principal sources of funding for the organisation remain in three key areas, income from grant support for programmes and projects £485,573 (2025: £309,768), fundraising voluntary income £421,260 (2025: £386,420) and the residential centre £740,906 (2025: £770,450), in total, representing some 92% of overall income.

Going Concern Basis

The current environment remains challenging, with rising employment costs—driven by increases in the minimum wage and national insurance—alongside growing overheads for operating the centre in 2025–26. These pressures are compounded by the ongoing cost of living crisis, which affects fundraising efforts, and a more competitive grant funding landscape due to reduced resources across the charitable sector.

The Trustees are mindful of the risks to the charity's economic sustainability. Financial performance is under continuous review by the senior management team, the finance committee, the audit and risk committee, and the Council. The Council remains committed to making decisions that support the charity's long-term sustainability, while ensuring the continued delivery of its services and the well-being of its beneficiaries. In this context, the Council continues to ensure financial risk mitigations are continually reviewed and steps taken as necessary to reduce risks identified.

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At the time of approving the financial statements, the Council has a reasonable expectation that the charity has sufficient resources to continue operating for the foreseeable future. This confidence is supported by a healthy bank balance and adequate reserves. Accordingly, the Council continues to adopt the going concern basis of accounting in preparing the financial statements.

Reserves Policy

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

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

Council therefore considers that the ideal level of reserves at 31 March 2026 would be approximately 6 months annual unrestricted expenditure, that is £669,000. The actual reserves at 31 March 2026 are £669,766. In calculating reserves, the Council has excluded the restricted funds £383,277 and £5,167,581 for designated purposes. The current reserves are on target.

Reference and administrative details

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

Statement of Council Members' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the council members are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and

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- the council members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Small companies' exemption

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

Auditor

In accordance with the company's articles, a resolution proposing that Moore (N.I.) LLP be reappointed as auditor of the company will be put at a General Meeting

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

By order of the Council



Rachel Gibbs
Vice Chair
The Corrymeela Community
Date 23 June 2026

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Independent Auditor's Report to the members of The Corrymeela Community

Opinion

We have audited the accounts of The Corrymeela Community (the 'charity') for the year ended 31 March 2026 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- the financial statements give a true and fair view of the state of the charitable company's affairs as at 31 March 2026 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, 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 Council's 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Council is responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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Independent Auditor's Report to the members of The Corrymeela Community

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Report of the Council for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Report of the Council has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Council.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of council members' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Council were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Council report and from preparing a strategic report.

Responsibilities of council members

As explained more fully in the Statement of Council Members' Responsibilities the Council members, (who are also the directors of the Charity for the purpose of company law), are responsible for the preparation of the financial statements and for being satisfied they give a true and fair view, and for such internal control as the Council members 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 Council are responsible for assessing the Charity'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 Council either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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Independent Auditors' Report to the members of The Corrymeela Community

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the Charity and considered that the most significant are the Companies Act 2006, the Charities Act (Northern Ireland) 2008, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.

- We obtained an understanding of how the Charity complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- We obtained an understanding of the charitable company's internal control systems in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.

- We obtained an understanding of how the charitable company complies with relevant laws and regulations, including those as a result of its registration with the Charity Commission for Northern Ireland and charitable status with HM Revenue & Customs , by making enquiries of management and those charged with governance.

- Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.

- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations.

- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

- Reviewing minutes of meetings of those charged with governance.

- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

- We test the completeness of income to address the risk of fraud in relation to revenue recognition.

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Independent Auditors' Report to the members of The Corrymeela Community

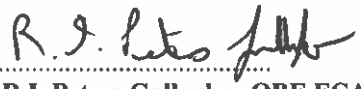
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions that are unusual or outside the normal course of business.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the Charity and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Dr. R.I. Peters Gallagher OBE FCA (Senior Statutory Auditor)
for and on behalf of Moore (N.I.) LLP

Statutory Auditor
& Chartered Accountants

Waterford House
32 Lodge Road
Coleraine
BT52 1NB

23 June 2026

Moore (N.I.) LLP is eligible to act as an auditor in terms of section 65 of the Charities Act (Northern Ireland) 2008.

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Statement of financial activities (incorporating summary income and expenditure account) for the year ended 31 March 2026

	Notes	Unrestricted Funds £	Restricted funds £	**Total funds 2026 £**	Total funds 2025 £
Income and Endowments					
Income from generated funds					
- Donations and legacies	2	410,084	11,176	**421,260**	386,420
- Other trading activities	2	2,643	-	**2,643**	1,746
- Income from investments	2	54,135	-	**54,135**	66,555
- Capital grants	2	10,385	50,000	**60,385**	-
Income from charitable activities					
- Residential income		740,906	-	**740,906**	770,450
- Other projects	2	-	485,573	**485,573**	309,768
Other income					
- Sundry income	2	18,413	-	**18,413**	14,411
- Exchange rate gain		564	-	**564**	-
Total income and endowments		1,237,130	546,749	**1,783,879**	1,549,350
Expenditure					
Expenditure on raising funds					
- Costs of generating voluntary income	3	105,499	-	**105,499**	88,218
- Fundraising trading: cost of goods sold and other costs		21	-	**21**	143
Expenditure on charitable activities					
- Project work	4	308,619	364,020	**672,639**	574,387
- Residential expenses	4	923,417	119,779	**1,043,196**	1,100,731
Other outgoing resources					
- Loss on disposal of assets		423	-	**423**	547
Total resources expended/expenditure		1,337,979	483,799	**1,821,778**	1,764,026
Gain on investment assets	10	55,755	-	**55,755**	11,739
Net income before transfers		(45,094)	62,950	**17,856**	(202,937)
Gross transfers between funds	15 & 16	50,000	(50,000)	-	-
Net movement in funds		4,906	12,950	**17,856**	(202,937)
Fund balances brought forward at 1 April		5,832,441	370,327	**6,202,768**	6,405,705
Fund balances carried forward at 31 March	15 & 16	5,837,347	383,277	**6,220,624**	6,202,768

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 19 to 33 form part of these financial statements.

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Balance sheet as at 31 March 2026

	Notes	Total funds 2026	Total funds 2025 £
Fixed assets			
Tangible assets	9	**3,742,844**	3,849,903
Investments	10	**604,859**	511,333
Total fixed assets		**4,347,703**	4,361,236
Current assets			
Debtors	12	**92,881**	52,287
Cash at bank and in hand		**2,021,577**	1,965,842
Total current assets		**2,114,458**	2,018,129
Creditors: amounts falling due within one year	13	**(241,537)**	(176,597)
Net current assets		**1,872,921**	1,841,532
Total assets less current liabilities		**6,220,624**	6,202,768
Net assets		**6,220,624**	6,202,768
Total funds of the charity:			
Unrestricted income funds			
General	15	**669,766**	670,520
Designated	15	**5,167,581**	5,161,921
		5,837,347	5,832,441
Restricted income funds	16	**383,277**	370,327
Total charity funds		**6,220,624**	6,202,768

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Council on 23 June 2026.

Rachel Gibbs
Vice Chair

George Ong
Honorary Treasurer

The notes on pages 19 to 33 form part of these financial statements.

Registered number: NI 006823

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Statement of cash flows for the year ended 31 March 2026

	Note	2026		2025	
				£	£
Cashflows from operating activities					
Cash generated from operations	21	**60,679**			(147,180)
Investing Activities					
Investment income		**10,570**		12,109	
Interest received		**43,565**		54,446	
Purchase of tangible fixed assets		**(21,982)**		(13,836)	
Disposal of fixed Assets		**674**		-	
Additions to investments		**(288,432)**		(56,470)	
Disposal of investments		**250,661**		47,328	
Net cash used in investing activities			**(4,944)**		43,577
Increase/(decrease) in cash and cash equivalents in the year			**55,735**		(103,603)
Cash and cash equivalents at the beginning of the year			**1,965,842**		2,069,445
Cash and cash equivalents at the end of the year			**2,021,577**		1,965,842
Relating to:					
Cash at bank and in hand			**2,021,577**		1,965,842

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1. STATEMENT OF ACCOUNTING POLICIES

Charity information

The Corrymeela Community is a private company limited by guarantee incorporated in Northern Ireland. The registered office address is 5 Drumaroan Road, Ballycastle, BT54 6QU.

A summary of the accounting policies, which have been applied consistently, is set out below.

(a) Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

The Corrymeela Community meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The principal accounting policies adopted are set out below.

(b) Going concern

At the time of approving the financial statements, Council has a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Council continues to adopt the going concern basis of accounting in preparing the financial statements.

(c) Income recognition

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Donations

Donations are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable.

Legacies

Legacies are recognised when received or when their amount is capable of measurement. Entitlements to material legacies which are not included are disclosed in the notes.

Charitable shop income

Goods for resale are included as income in the period the goods are sold. Revenue is recognised upon sale and when the title to the product is transferred to customers.

Other incoming resources

Project income, lettings and other income are included in full in the Statement of Financial Activities when receivable.

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Grants

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.

Grants for the purpose of capital expenditure are credited to restricted incoming resources when receivable and transferred to unrestricted funds on purchase of the asset.

(d) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

(e) Fund Accounting

The Community has various types of funds for which it is responsible and which require separate disclosure. Definitions of the various types of funds are as follows:

Restricted funds

Funds received which are earmarked by the donor for specific purposes. Such purposes are within the overall aims of the Community.

Designated funds

Funds received which are earmarked by the charity for specific purposes. Such purposes are within the overall aims of the Community.

Unrestricted funds

Funds which are expendable at the discretion of the council members in furtherance of the objects of the Community. In addition to expenditure on projects and other activities, such funds may be held in order to finance capital investment and working capital.

(f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Expenditure has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Staff costs and overhead expenses are allocated to activities on the basis of staff time spent on those activities.

Cost of raising funds

These include the salaries, direct expenditure and overhead costs of staff who promote fundraising, including events and mailings.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and 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 supply them. Support costs are allocated to their relevant activity based on the income received.

(g) Foreign currencies

Transactions denominated in foreign currencies are translated at the exchange rate at the date of the transaction. All monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date or the exchange rate of a related foreign exchange contract where appropriate. Non-monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange at the date of the transaction. The resulting gain or loss is dealt with in the statement of financial activities.

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(h) Tangible fixed assets and depreciation

Tangible assets are stated at cost less accumulated depreciation and any impairment losses.

The cost of tangible fixed assets is their purchase cost, together with any incidental costs of acquisition. Depreciation is calculated so as to write off the cost of tangible fixed assets, less their estimated residual values over the expected useful economic lives of the assets concerned. The principal annual rates used are as follows:

		%	
Freehold land and buildings	-	2	on cost
Computer equipment	-	33.33	on cost
Furniture and Equipment	-	20	on written down values
Motor vehicles	-	12.5 / 25	on cost

The company has a policy to capitalise all items > £1,000.

(i) Impairment of fixed assets

At each reporting date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

(j) Investments

Investments in subsidiary undertakings are stated at cost, but are written down to their realisable value if it is considered that there has been an impairment.

Investments are included at closing mid-market value at the balance sheet date. Any realised and unrealised gains and losses on revaluation or disposals are combined in the Statement of Financial Activities. It is the Charity's policy to keep valuations up to date such that when investments are sold there is no realised gain or loss arising. As a result the Statement of Financial Activities does not distinguish between the valuation adjustments relating to sales and those relating to continued holdings as they are together treated as changes in the investment portfolio throughout the year. Movements in value arising from investment changes or revaluation and the profit on disposal of investments have been charged or credited to the funds to which they relate.

(k) Debtors

Trade and other debtors are stated after all known bad debts have been written off and specific provision has been made against all debts considered doubtful of collection. Prepayments are valued at the amount prepaid net of any trade discounts due.

(l) Cash and cash equivalents

Cash and cash equivalents include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(n) Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

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(o) Pension Costs

The Community operates a defined contribution pension scheme for the benefit of those of its permanent staff wishing to participate. The assets of the scheme are administered by an insurance company in personal pension plans and are held independently from those of the Community. Contributions are charged to the Statement of Financial Activities in the period to which they relate.

(p) Taxation

No provision is required for taxation as the company is defined as a charity for taxation purposes.

(q) Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement for staff is recognised in the period which the employees' services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

(r) Operating Leases

Rentals under operating leases are charged to the Statement of financial activities on a straight line basis over the lease terms.

(s) Critical estimates and judgements

In the application of the Charity's accounting policies, Council are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

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2 Income

	Unrestricted funds £	Restricted funds £	**2026 £**	2025 £
Incoming resources				
Voluntary income				
- Donations	345,648	1,176	**346,824**	348,402
- Legacies	64,436	10,000	**74,436**	38,018
	410,084	11,176	**421,260**	386,420
Other trading activities				
- Shop income	2,643	-	**2,643**	1,746
Income from investments				
- Dividend income	10,570	-	**10,570**	12,109
- Bank interest	43,565	-	**43,565**	54,446
	54,135	-	**54,135**	66,555
Capital grants				
- Capital grants	10,385	50,000	**60,385**	-
Other projects				
Community Relations Council	-	63,156	**63,156**	52,157
Department of Foreign Affairs and Trade	-	163,986	**163,986**	124,005
DoH Mental Health Fund CFNI	-	-	**-**	2,000
National Heritage Lottery Fund	-	-	**-**	27,906
Rotary Clubs - Seeds of Hope	-	73,129	**73,129**	32,300
Langdale Trust	-	4,000	**4,000**	4,000
Blue Pilgrim	-	5,600	**5,600**	4,000
VSB Foundation Pilgrim Grant	-	5,000	**5,000**	1,000
Other grants	-	170,702	**170,702**	62,400
	-	485,573	**485,573**	309,768
Other income				
Sundry income	18,413	-	**18,413**	14,411
			18,413	14,411

The income from legacies and donations was £421,260 of which £410,084 was unrestricted (2025: £386,420) and £11,176 was restricted (2025: £4,358). Activities for generating funds, investment income and other resources were all unrestricted (2025 all unrestricted) whilst other project income was restricted (2025 restricted).

The Corrymeela Community
(a company limited by guarantee)

3 Costs of generating voluntary income

	Unrestricted funds £	Restricted funds £	**2026 £**	2025 £
Salaries, wages and pensions	79,055	-	**79,055**	47,453
Other Staff Costs	2,083	-	**2,083**	1,246
Fundraising materials	14,060	-	**14,060**	15,851
Publicity	1,854	-	**1,854**	1,614
Rent & office overheads	-	-	**-**	140
Computer maintenance & software	5,113	-	**5,113**	11,269
Consultancy	378	-	**378**	7,404
Exchange rate loss	-	-	**-**	26
Banking charges	1,272	-	**1,272**	1,124
Stationery, printing and postage	444	-	**444**	580
Other support costs	1,240	-	**1,240**	1,511
	105,499	-	**105,499**	88,218

Expenditure on costs of generating voluntary income was £105,499 all of which was unrestricted (2025: £88,218) and £NIL was restricted (2025: £NIL).

4 Expenditure on charitable activities

	Project work £	**Residential expenses £**	**Total 2026 £**	Total 2025 £
Salaries, wages and pensions	401,078	633,607	**1,034,685**	942,725
Volunteering	28,860	-	**28,860**	25,235
Other staff costs	11,339	4,692	**16,031**	20,336
Depreciation	3	127,941	**127,944**	125,296
Centre overheads	-	91,040	**91,040**	135,543
Food	5,275	103,291	**108,566**	107,883
Programme expenses	152,819	4,860	**157,679**	118,068
Conferences	34,010	7,239	**41,249**	65,311
Group transport	5,888	17,335	**23,223**	54,218
Computer maintenance & software	9,951	38,719	**48,670**	36,538
Office rent	12,311	-	**12,311**	7,686
Other support costs	11,105	14,472	**25,577**	36,279
Total 2026	**672,639**	**1,043,196**	**1,715,835**	
Total 2025	574,387	1,100,731	-	1,675,118

Expenditure on charitable activities was £1,715,835 of which £1,232,036 was unrestricted (2025: £1,207,030) and £483,799 was restricted (2025: £468,088).

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5 Net income/(expenditure)

	2026	2025
	£	£
Net income/(expenditure) stated after charging/(crediting):		
Staff costs (note 6)	**1,085,972**	983,323
Depreciation of tangible fixed assets - owned assets	**127,944**	125,296
Fees payable to the company's auditors for the audit of the financial statements	**9,900**	6,900
Operating lease charges - plant and machinery	**-**	3,265
Loss on disposal of fixed assets	**423**	547
Directors' indemnity insurance	**1,827**	1,827

6 Employee information

	2026	2025
	£	£
Staff costs:		
Wages and salaries	**942,976**	874,438
Social security costs	**97,464**	64,930
Other pension costs	**45,532**	43,955
	1,085,972	983,323

Included in employee costs in the Statement of Financial Activities is an amount of £61,890 (2025: £106,957) relating to the cost of temporary/casual staff and recruitment costs.

	Number	Number
Average monthly number of persons employed by the Community during the year by location		
Belfast	**6**	5
Ballycastle	**28**	26
	34	31

	2026	2025
The number of employees whose annual remuneration was £60,000 or more were:	**0**	0

7 Council members emoluments

No Council members (2025: NIL) received emoluments and one Council member (2025:2) received reimbursement of expenses during the year of £671 (2025: £733).

The Corrymeela Community
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8 Taxation

The Community is a registered Charity (Charity No. NIC101597), and as such is entitled to certain tax exemptions on income and profits from investments, and surpluses on any trading activities carried on in furtherance of the charity's primary objectives, if these profits and surpluses are applied solely for charitable purposes.

The charity is not registered for VAT and accordingly, all its expenditure is recorded inclusive of any VAT incurred.

9 Tangible assets

	Freehold land & buildings £	Computer equipment £	Furniture & equipment £	Motor vehicles £	Total £
Cost					
At 1 April 2025	5,963,219	86,012	488,252	7,520	6,545,003
Additions	-	-	21,982	-	21,982
Disposals	-	(12,835)	(210,025)	-	(222,860)
At 31 March 2026	**5,963,219**	**73,177**	**300,209**	**7,520**	**6,344,125**
Accumulated depreciation					
At 1 April 2025	2,155,767	86,012	445,801	7,520	2,695,100
Charge for the year	116,757	-	11,187	-	127,944
Release on disposals		(12,835)	(208,928)		(221,763)
At 31 March 2026	**2,272,524**	**73,177**	**248,060**	**7,520**	**2,601,281**
Net book amount					
At 31 March 2026	**3,690,695**	**-**	**52,149**	**-**	**3,742,844**
At 31 March 2025	3,807,452	-	42,451	-	3,849,903

10 Investments

Market value	Quoted Investments 2026 £	2025 £
At 1 April 2025	**511,333**	490,452
Additions at cost	**288,432**	56,470
Disposals at market value	**(250,661)**	(47,328)
Net gain on revaluation	**55,755**	11,739
At 31 March 2026	**604,859**	511,333
Historical cost at 31 March 2026	**525,563**	419,636

All investments are held in managed portfolios by Evelyn (formerly Smith & Williamson).

The Corrymeela Community
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11 Financial Instruments

	2026	2025
	£	£
Investments measured at fair value	**604,859**	511,333

12 Debtors

	2026	2025
	£	£
Grants receivable	**9,373**	10,823
Other debtors	**53,053**	31,217
Prepayments and accrued income	**30,455**	10,247
	92,881	52,287

13 Creditors: amounts falling due within one year

	2026	2025
	£	£
Trade creditors	**40,314**	30,219
Other tax and social security	**31,360**	19,017
Accruals and deferred income	**169,863**	127,361
	241,537	176,597

14 Financial commitments

At 31 March 2026 the company had annual commitments under non-cancellable operating leases expiring as follows:-

	Plant & machinery		Land and buildings	
	2026	2025	2026	2025
	£	£	£	£
Within one year	-	-	**7,836**	7,836
Within two to five years	-	-	**4,571**	12,407
	-	-	**12,407**	20,243

The Corrymeela Community
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15 Unrestricted income funds

	Balance 1 April 2025 £	Unrealised profit on investment £	Incoming resources £	Utilised/ released £	Transfers to/from general fund £	Transfers £	Balance 31 March 2026 £
Designated funds							
Capital Building fund	**3,807,455**	-	-	-	(116,757)	-	**3,690,698**
Developing Creative Programme	**303,812**	-	-	(7,583)	-	40,000	**336,229**
Refurbishment fund	**404,677**	-	-	-	-	40,000	**444,677**
Belfast Building fund	**145,977**	-	-	-	-	-	**145,977**
Site Development & Renewable Energy	**500,000**	-	-	-	-	50,000	**550,000**
	5,161,921	-		(7,583)	(116,757)	130,000	**5,167,581**
General funds	**670,520**	55,755	1,237,130	(1,330,396)	116,757	(80,000)	**669,766**
	5,832,441	55,755	1,237,130	(1,337,979)	-	50,000	**5,837,347**

The capital building fund consists of funds received for freehold land and buildings which are transferred to unrestricted funds when expended and then released from designated to general funds over the related assets useful life.

Developing creative programme is coming out of our new operational model allowing for the foundations and development of a new team and programmes.

The refurbishment fund is to be used by Corrymeela over the next 5 years and will be used to upgrade and maintain the existing buildings, fixtures and equipment in order to preserve them and keep them at serviceable level.

The Belfast building fund is the income from the sale of the property in Belfast and has been designated by Council towards Corrymeela's Belfast presence.

The Site Development and Renewable Energy fund has been earmarked to develop the site for the future and seek to use more environmental ways of generating energy to service the centre.

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16 Restricted income funds

	Balance 1 April 2025 £	Incoming resources £	Utilised/ released £	Transfers £	Balance 31 March 2026 £
Community Relations Council – Core Funding Scheme	-	63,156	(62,880)	-	**276**
Belfast City Council PEACEPLUS – Interfaith & Belief Project	-	34,162	(34,162)	-	-
PEACEPLUS – Shared Agenda for Peace	-	58,940	(39,865)	-	**19,075**
Henry Luce Foundation	**11,877**	-	(11,877)	-	-
Sir Halley Stewart Trust	**7,346**	-	(2,146)	-	**5,200**
Langdale Trust	**4,264**	4,000	(3,500)	-	**4,764**
Beatrice Hankey Foundation Ltd (The Blue Pilgrims)	-	5,600	(2,606)	-	**2,994**
VSB Foundation Pilgrim Grant	**2,134**	5,000	(1,356)	-	**5,778**
Department of Foreign Affairs and Trade – Strategic Partnership 2024-25	**81,083**	-	(81,083)	-	-
Department of Foreign Affairs and Trade – Reconciliation Fund – Keeping the Faith	**4,809**	-	(4,809)	-	-
The National Lottery Community Fund - Dormant Accounts	**50,000**	-	(18,540)	-	**31,460**
Rotary Clubs - Seeds of Hope Programme	**17,179**	-	(2,600)	-	**14,579**
American Arbitration Association	-	14,421	-	-	**14,421**
American Ireland Funds – Heart of the Community Fund	-	10,000	(10,000)	-	-
Rotary Global Grant - Rotary Club, Belfast	-	58,708	(29,475)	-	**29,233**
Department of Foreign Affairs and Trade – Reconciliation Fund – In the Midst of Trauma - A Collective Journey	-	33,651	(12,670)	-	**20,981**
Department of Foreign Affairs and Trade – Strategic Partnership 2025-26	-	130,335	(52,286)	-	**78,049**
Benefact Trust - Community Impact Grant	-	7,600	-	-	**7,600**
Causeway Coast & Glens Capital Grant	-	50,000	-	(50,000)	-
Other Grants	**4,920**	60,000	(60,000)	-	**4,920**
Kathleen & Ray Davey Fund	**52,582**	-	-	-	**52,582**
Restricted Donations	**38,570**	11,176	(16,717)	-	**33,029**
Restricted Legacies	**95,563**		(37,227)	-	**58,336**
	370,327	546,749	(483,799)	(50,000)	**383,277**

The Community Relations Council Core Funding Programme is for the purpose of assisting with salary costs of key employees.

The Belfast Interfaith and Belief Project is part of the Belfast Local Community Action supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB), supporting programme activity costs and salary costs associated with the project.

Shared Agenda for Peace is a project supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB), supporting programme activity costs and salary costs associated with the project.

Henry Luce Foundation provided funding to support the development of the Irish Network for Public Theology supporting salary costs, resources and programme costs.

Sir Halley Stewart Trust provided funding to support a practical guide to faith communities responding to gender-based violence. A gender-based violence learning resource for faith groups offering advice, guidance and ways of discussing the issue in faith communities.

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16 Restricted income funds (continued)

Langdale Trust provided support for the Together We Shelter project to enable marginalised groups to attend residentials at the Ballycastle Centre.

Beatrice Hankey Foundation Ltd provided support for training and development of volunteers and to financial support to host residential groups who have experienced trauma to seek ways to explore and integrate personal healing.

VSB Foundation Pilgrim Trust was provided for the programme Voice of Migrant Women to support the work taking place in Magherafelt with the group compromising of local women and 25 families who have had direct experience of war, and forcibly displaced from their homeland in Syria.

Department of Foreign Affairs and Trade; Reconciliation Fund Strategic Partnership Scheme 2024-2025 provides funding to support programme costs, evaluation costs, salary costs for Programme Managers and an apportionment of organisational core costs.

Department of Foreign Affairs and Trade; Reconciliation Fund provided funding for the Keeping the Faith in Peace project by supporting programme and activity costs and salary costs associated with the project.

The National Lottery Community Fund, Dormant Accounts Fund NI has provided funding to improve Corrymeela's outreach capacity, resilience and sustainability.

Rotary Clubs of San Antonio and Belfast have provided funding for the Seeds of Hope programme supporting residential and facilitation costs.

American Arbitration Association has provided funding to support the Seeds of Hope project.

American Ireland Funds Heart of the Community Fund provided funding to support partial salary costs for the Programme Manager for the In the Midst of Trauma project.

Rotary Global Grant supported by Rotary Club, Belfast provides funding to support programme activity costs, residentials and salary costs associated with the project.

Department of Foreign Affairs and Trade; Reconciliation Fund provided funding for the In the Midst of Trauma project by supporting programme and activity costs and salary costs associated with the project.

Department of Foreign Affairs and Trade; Reconciliation Fund Strategic Partnership Scheme 2025-2026 provides funding to support programme costs, evaluation costs, salary costs for Programme Managers and an apportionment of organisational core costs.

Benefact Trust Community Impact Grant supporting In the Midst of Trauma project supporting asylum seeking and refugee women and girls.

Causeway Coast and Glens Capital Grants Programme provided financial support to upgrade the sewage system.

The Kathleen & Ray Davey Fund has been established from the legacy from their estate and gifts in memory of our founder. This fund has been temporarily paused to reconsider the purpose and governance of the fund.

A restricted legacy was given towards the Together We Shelter project to support salary and programme activity costs.

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17 Contingent liabilities

The Department of Education for Northern Ireland (£85,000), International Fund for Ireland (£2,170,334), Community Relations Council (£301,133) have all created a charge in connection with the refurbishment of the Corrymeela Centre. Also a further charge has been created on the security of the Directors House to secure possible further advances up to a limit of £15,000 from Ulster Bank Ltd. The Directors do not expect any repayment of these charges.

18 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2026 are represented by:			
Tangible fixed assets	3,742,844	-	3,742,844
Investments	604,859	-	604,859
Net current assets	1,489,644	383,277	1,872,921
Total net assets	**5,837,347**	**383,277**	**6,220,624**

	Unrestricted Funds £	Restricted Funds £	Total funds £
Fund balances at 31 March 2025 are represented by:			
Tangible fixed assets	3,849,903	-	3,849,903
Investments	511,333	-	511,333
Net current assets	1,471,205	370,327	1,841,532
Total net assets	**5,832,441**	**370,327**	**6,202,768**

19 Related party transactions and ultimate controlling party

Transactions with related parties are as follows:

Name of related party (relationship)	Nature of transaction	2026 Transactions	Outstanding at Year end	
		£	£	Relationship
Leader	Staff loan – repayments	1,160	0	Member of Staff
Thiago Albino	Staff loan – repayments	79	0	Member of Staff
Kobe Griffiths	Staff loan – repayments and new support	(1,500)	900	Member of Staff
Sean Ó Baoill	Fees for facilitation in relation to ongoing projects	330	0	Council Member
Brid Cullen	Travel and subsistence to attend Council meetings	671	300	Council Member

Name of related party (relationship)	Nature of transaction	2025 Transactions	Outstanding at Year end	
		£	£	Relationship
Leader	Staff loan – repayments	3,504	1,160	Member of Staff
Thiago Albino	Staff loan – repayments	936	79	Member of Staff

Remuneration of key management personnel

The key management personnel of the company comprise the Trustees and Leadership Team.

	2026	2025
	£	£
Aggregate Compensation	**245,190**	**217,560**

Appendix 2

The Corrymeela Community
(a company limited by guarantee)

20 Liability of members

The Corrymeela Community is a company limited by guarantee. The liability of each member is limited to an amount not exceeding £10.

21 Cash generated from operations

	2026	2025
	£	£
Net movement in funds for the year	**17,856**	(202,937)
Adjustments for:		
Depreciation	**127,944**	125,296
Loss on disposal of fixed assets	**423**	547
Investment income	**(54,135)**	(66,555)
Increase in fair value of shares	**(55,755)**	(11,739)
Movements in working capital:		
(Increase)/decrease in debtors	**(40,594)**	26,310
Increase/(decrease) in creditors	**64,940**	(18,102)
Net cash generated from operating activities	**60,679**	(147,180)

COMPANIES ACT 2006

COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL

ARTICLES OF ASSOCIATION

OF

THE CORRYMEELA COMMUNITY

COMPANIES ACT 2006

COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL

ARTICLES OF ASSOCIATION

of

THE CORRYMEELA COMMUNITY

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1. The company's name is THE CORRYMEELA COMMUNITY (and in this document it is called the "Charity').

2. LIABILITY OF MEMBERS

   2.1. The liability of the members is limited.

   2.2. Every member promises, if the Charity is dissolved while he remains a member or within one year after he ceases to be a member, to pay up to £1 towards:

      2.2.1. payment of those debts and liabilities of the Charity incurred before he ceased to be a member;

      2.2.2. payment of the costs, charges and expenses of winding up; and

      2.2.3. the adjustment of rights of contributors among themselves.

3. OBJECTS

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

   Nothing in the articles shall authorise an application of the property of the Charity for purposes which are not charitable in accordance with s.2 of the Charities Act (Northern Ireland) 2008.

4. POWERS

   4.1. The Charity has the following powers, which may be exercised only in promoting the Objects:

      4.1.1. to plan, develop and implement programmes of activities, training and education, in the Charity's facilities and elsewhere to advance the Charity's Objects;

      4.1.2. to provide a safe space for dialogue, discussion and debate for the use of people of all backgrounds, so that the essential Christian principle of peace and reconciliation is advanced;

4.1.3. make grants or loans of money;

4.1.4. to provide advice and other charitable services;

4.1.5. to draw, make, accept, endorse, discount, negotiate, execute and issue promissory notes, bills, cheques and other instruments and to operate bank accounts;

4.1.6. to organise (or to make grants or loans towards the costs of others organising) meetings, lectures, conferences, broadcasts or courses of instruction;

4.1.7. to publish or distribute information in any format;

4.1.8. to co-operate with other bodies;

4.1.9. to enter into any funding or other arrangement with any government or any other authority (supreme, municipal, local or otherwise) and to obtain from such government or authority any rights, concessions, privileges, licences and/or permits;

4.1.10. to establish, participate in and/or support (financially or otherwise) groups, forums, associations, federations or organisations with purposes which are within the Objects for any of the charitable purposes included in the Objects;

4.1.11. to set up, make grants to, support or administer other charities and undertake and execute charitable trusts;

4.1.12. to give guarantees (but only in accordance with the restrictions imposed by the Applicable Charities Legislation (if any);

4.1.13. to accept any gift of money, property or other assets whether subject to any special trusts or not;

4.1.14. to buy, take on lease or exchange, hire or otherwise acquire land and property of any tenure and or any option or any other interest in land and to maintain or equip it for use;

4.1.15. to borrow money or raise money for the purposes of the Charity and to mortgage or charge the whole or any part of the property of the Charity as security for loans (but only in accordance with the restrictions imposed by the Applicable Charities Legislation (if any));

4.1.16. to acquire or hire property rights or privileges of any kind and to construct, restore, improve, maintain and alter such property;

4.1.17. to erect and construct buildings, houses or works of any description on any land whether or not owned by the Charity, and to demolish, rebuild, enlarge, alter and improve buildings, houses or works, and

generally to deal with and develop the property of the Charity;

4.1.18. to raise funds, including making reasonable charges for any services provided (whether to beneficiaries or not), and invite and receive contributions. n doing so the Charity must not undertake any taxable permanent trading activity and must comply with any relevant statutory regulations;

4.1.19. to sell, lease, licence, let, grant options over or otherwise dispose of or turn to account property of any kind (but only in accordance with the restrictions imposed by the Applicable Charities Legislation (if any));

4.1.20. to make planning applications, applications for consent under bye-laws or building regulations or other similar applications;

4.1.21. to pay any rent and other outgoings and expenses and execute and do all such other instruments, acts and things as may be requisite in connection with the use, maintenance, upkeep, expansion, alteration or improvement of such property;

4.1.22. to purchase lease or hire and operate and maintain any equipment necessary or convenient for the administration of the Charity;

4.1.23. to promote or carry out research;

4.1.24. to set aside funds for special purposes or as reserves against future expenditure but only in accordance with a written policy about reserves;

4.1.25. to deposit or invest funds in any manner (but to invest only after obtaining advice from a Financial Expert, unless the Trustees reasonably conclude that in all the circumstances . it is unnecessary or inappropriate to do so, and having regard to the suitability of investments and the need for diversification);

4.1.26. to delegate the management of investments to a Financial Expert, but only on terms that:

4.1.26.1. require the Financial Expert to comply with the investment policy (and any revision of that policy) set down in writing for the Financial Expert by the Trustees;

4.1.26.2. require the Financial Expert to report transactions to the Trustees at such interval as the Trustees consider appropriate;

4.1.26.3. require the Financial Expert to review the performance of the investments with the Trustees regularly;

4.1.26.4. entitle the Trustees to cancel the delegation

arrangements at any time;

4.1.26.5. require the investment policy and the delegation arrangement to be reviewed with the Trustees at least once a year;

4.1.26.6. require all payments to the Financial Expert to be on a scale or at a level which is agreed in advance and to be notified promptly to the Trustees on receipt;

4.1.26.7. prohibit the Financial Expert from doing anything outside the powers of the Trustees;

4.1.27. to arrange for investments or other property of the Charity to be held in the name of a nominee (being a corporate body controlled by the Trustees or by the Financial Expert acting under the instructions of the Trustees) and to pay any reasonable fee required;

4.1.28. to insure the property of the Charity against any foreseeable risk and take out other insurance policies to protect the Charity when required;

4.1.29. to purchase insurance designed to indemnify the Trustees against any personal liability in respect of any negligence, default, breach of trust or breach of duty committed by them in their capacity as Charity Trustees provided that the terms of such insurance exclude the provision of indemnity for liability incurred:

4.1.29.1. to pay a fine imposed in criminal proceedings;

4.1.29.2. to pay a sum payable to a regulatory authority by way of a penalty in respect of non-compliance with any requirement of a regulatory nature (however arising);

4.1.29.3. by a Trustee in defending criminal proceedings in which he is convicted of an offence arising out of any fraud or dishonesty, or wilful or reckless misconduct, by him; or

4.1.29.4. by a Trustee, to the Charity, that arises out of any conduct which he knew (or must reasonably be assumed to have known) was not in the interests of the Charity or in the case of which he did not care whether it was in the interests of the Charity or not;

4.1.30. subject to Article 7, to employ paid or unpaid agents, staff or advisers;

4.1.31. to provide and contribute to superannuation or pension funds for the employees and workers of the Charity or any of them or otherwise to make provision for such employees and workers, their widows, dependents and children;

4.1.32. to enter into contracts to provide services to or on behalf of other bodies;

4.1.33. to acquire, merge with, amalgamate with or enter into any joint venture or partnership, partnering or collaboration working and/or to amalgamate for the takeover of the Charity by or to take over any charitable organisation (or part thereof) the purposes of which is in the opinion of the Trustees similar to the purposes of the Charity;

4.1.34. to enter into and carry into effect agreements or arrangements with associations, institutions, companies or individuals which are reasonably necessary for the attainment or furtherance of the Charity's Objects or any of them;

4.1.35. to establish, participate in and support (financially or otherwise) groups, associations, federations or organisations with purposes which are within the Objects;

4.1.36. to establish or acquire Subsidiary Companies to assist or act as agents for the Charity;

4.1.37. to institute, prosecute or defend any claims, suits or actions or other proceedings affecting the Charity or its Objects and to compromise any matter or difference or to submit any such matter to arbitration or mediation and to compromise, compound or abandon any debts owed to the Charity or any other claims and to compromise any dispute in relation to debts or any other claims against the Charity upon evidence that the Trustees shall deem sufficient and so that the Trustees shall not be responsible for any loss occasioned by any act or thing so done by them in good faith;

4.1.38. to pay the reasonable and proper costs of forming and administering the Charity; and

4.1.39. to do anything else within the law which the Trustees believe will promote or help to promote the Objects.

5. MEMBERS

5.1. The subscribers to the Memorandum were the first members of the Charity.

5.2. Membership is open to other individuals who:

5.2.1. apply to the Charity in the form required by the Trustees; and

5.2.2. are approved by the Trustees.

5.3. Membership is not transferable.

5.4. There shall be no limit on the number of members.

5.5. The Trustees must keep a register of names and addresses of the members.

6. TERMINATION OF MEMBERSHIP

6.1. Membership is terminated if:

6.1.1. the member dies;

6.1.2. the member resigns by written notice to the Charity unless, after the resignation, there would be less than two members;

6.1.3. any sum due from the member to the Charity is not paid in full within six months of it falling due and the Trustees resolve to terminate the membership of the Charity;

6.1.4. the member is removed from membership by a resolution of the Trustees that it is in the best interests of the Charity that his membership is terminated. A resolution to remove a member from membership may only be passed if:

6.1.4.1. the member has been given at least twenty-one days' notice in writing of the meeting of the Trustees at which the resolution will be proposed and the reasons why it is to be proposed; and

6.1.4.2. the member or, at the option of the member, the members' representative (who need not be a member of the Charity) has been allowed to make representations to the meeting.

7. LIMITATION ON PRIVATE BENEFITS TO MEMBERS AND TRUSTEES

7.1. The income and property of the Charity shall be applied solely towards the promotion of its Objects.

7.2. No part of the income and property of the Charity shall be paid or transferred, directly or indirectly, by way of benefit, to members and no Trustee may receive any remuneration, or other benefit in money or money's worth, from the Charity, except for payment in good faith of:

7.2.1. any payment made, or benefit provided, to any member, or Trustee, or Connected Person in their capacity as a beneficiary of the Charity;

7.2.2. reasonable and proper payment to any person (not being a Trustee) for any goods or services supplied to the Charity;

7.2.3. reasonable travelling and other out of pocket expenses necessarily incurred in carrying out the duties of any employee, Trustee or other representative of the Charity;

7.2.4. interest on money lent to the Charity at a reasonable and proper rate per annum;

7.2.5. reasonable and proper rent for premises let to the Charity;

7.2.6. payments, or other benefits, in money or money's worth, to any company of which a member, Trustee or Connected Person is a member holding not more than 1% of its capital;

7.2.7. reasonable and proper premiums in respect of indemnity insurance effected in accordance with Article 4.1.29;

7.2.8. the usual professional charges for business done by any member, or subject to 7.3, any Trustee or Connected Person, who is a solicitor, accountant or other person engaged in the profession, or by any partner of his, when instructed by the Charity to act in a professional capacity on its behalf; and

7.2.9. payment for other goods or services provided to the Charity by any member or, subject to 7.3 any Trustee or Connected Person (other than for acting as a trustee).

7.3. Any payments, or other benefits, under Articles 7.2.8 and 7.2.9 may only be made if the following conditions are satisfied:

7.3.1. the payments, or other benefits, are set out in writing between the Charity and the other party and do not exceed an amount that is reasonable in all the circumstances;

7.3.2. any relevant Trustee is absent from and does not count towards quorum for the part of any meeting at which there is discussion of and does not vote on any resolution relating to his, or a relevant Connected Person's, engagement by the Charity under any contract, the payment and other terms of such contract and such person's performance under it.

7.3.3. in relation to any proposed contract with a relevant Trustee, or Connected Person, that the other Trustees are satisfied that it is in the best interests of the Charity to enter into a contract with that Trustee, or Connected Person, rather than with someone who is not a Trustee, or Connected Person;

7.3.4. the reasons for the decision of the Trustees are recorded in the official minutes of trustee meetings;

7.3.5. a majority of Trustees then in office have not received any such payment or other benefit.

7.4. The restrictions and qualifications to them, under this Article 7, relating to remuneration of and provision of benefits to Trustees from the Charity apply also to remuneration of and benefits to Trustees from Subsidiary Companies.

7.5. Subject to Article 7.6, any Trustee who becomes a Conflicted Trustee in relation to any matter must:

7.5.1. declare the nature and extent of his interest before discussion begins on the matter;

7.5.2. withdraw from the meeting for that item after providing any information requested by the Trustees;

7.5.3. not be counted in the quorum for that part of the meeting; and

7.5.4. be absent during the vote and have no vote on the matter.

7.6. When any Trustee is a Conflicted Trustee, the Trustees who are not Conflicted Trustees, if they form a quorum without counting the Conflicted Trustee and are satisfied that it is in the best interests of the Charity to do so, may by resolution passed in the absence of the Conflicted Trustee authorise the Conflicted Trustee, notwithstanding any conflict of interest or duty which has arisen or may arise for the Conflicted Trustee, to:

7.6.1. continue to participate in discussions leading to the making of a decision and/or to vote; or

7.6.2. disclose to a third party information confidential to the Charity; or

7.6.3. take any other action not otherwise authorised which does not involve the receipt by the Conflicted Trustee or a Connected Person of any payment or Material Benefit from the Charity; or

7.6.4. refrain from taking any step required to remove the conflict.

7.7. This provision may be amended by special resolution but, where the result would be to permit any Material Benefit to a Trustee or Connected Person, only with the prior written consent, where required under the Applicable Charities Legislation.

8. GENERAL MEETINGS

8.1. An annual general meeting must be held in each year and not more than fifteen months may elapse between successive annual general meetings.

8.2. The Trustees may call a general meeting at any time.

8.3. A general meeting may be called on a written request to the Trustees from members entitled to exercise at least 10% of the voting rights of members or, if more than twelve months have passed since the Charity last held a general meeting, from members entitled to exercise at least 5% of the voting rights of members.

8.4. On receipt of a written request made pursuant to Article 8.3, the Trustees must call a general meeting within 21 days and the general meeting must be held not more than 28 days after the date of the notice calling the meeting.

8.5. Members must annually at the annual general meeting:

8.5.1. receive the accounts for the Charity for the previous financial year;

8.5.2. receive a written report on the Charity's activities;

8.5.3. be informed of the retirement of those Trustees who wish to retire or who are retiring by rotation;

8.5.4. elect Trustees to fill the vacancies arising;

8.5.5. appoint reporting accountants or auditors for the Charity.

9. NOTICE OF GENERAL MEETINGS

9.1. The minimum period of notice required to hold a general meeting of the Charity is fourteen clear days.

9.2. A general meeting may be called by shorter notice if it is so agreed by a majority in number of members having a right to attend and vote at the meeting, being a majority who together hold not less than 90 percent of the total voting rights.

9.3. The notice of a general meeting must specify the date time and place of the meeting and the general nature of the business to be transacted. If the meeting is to be an annual general meeting, the notice must say so. The notice must also contain a statement setting out the right of members to appoint a proxy under s.324 of the Companies Act 2006 and Article 11.

9.4. The notice of a general meeting must be given to all the members and to the Trustees and auditors.

9.5. The proceedings at a general meeting shall not be invalidated because a person who was entitled to receive notice of the general meeting did not receive it because of an accidental omission by the Charity.

10. PROCEEDINGS AT GENERAL MEETINGS

10.1. No business shall be transacted at any general meeting unless a quorum is present.

10.2. A quorum is 40 members present in person or by proxy and entitled to vote upon the business to be conducted at the meeting.

10.3. If:

10.3.1. a quorum is not present within half an hour from the time appointed for the meeting; or

10.3.2. during a meeting a quorum ceases to be present,

the meeting shall be adjourned to such time and place as the Trustees shall determine.

10.4. The Trustees must reconvene the meeting and must give at least seven days' notice of the reconvened meeting stating the date, time and place of the meeting.

10.5. If no quorum is present at the reconvened meeting within fifteen minutes of the time specified for the start of the meeting the meeting shall be dissolved.

10.6. General meetings shall be chaired by the person who has been appointed to chair meetings of the Trustees.

10.7. If there is no such person or he is not present within fifteen minutes of the time appointed for the meeting a Trustee nominated by the Trustees shall chair the meeting.

10.8. If, there is only one Trustee present and willing to act, he shall chair the meeting.

10.9. If no Trustee is present and willing to chair the meeting within fifteen minutes after the time appointed for holding it, the members present in person or by proxy and entitled to vote must choose one of their number to chair the meeting.

10.10. The members present in person or by proxy at a meeting may resolve by ordinary resolution that the meeting shall be adjourned.

10.11. The person who is chairing the meeting must decide the date, time and place at which the meeting is to be reconvened unless those details are specified in the resolution.

10.12. No business shall be conducted at a reconvened meeting unless it could properly have been conducted at the meeting had the adjournment not taken place.

10.13. If a meeting is adjourned by a resolution of the members for more than seven days, at least seven clear days' notice shall be given of the reconvened meeting stating the date, time and place of the meeting.

10.14. Any vote at a meeting shall be decided by a show of hands unless before, or on the declaration of the result of, the show of hands a poll is demanded:

10.14.1. by the person chairing the meeting; or

10.14.2. by at least two members present in person or by proxy and having the right to vote at the meeting; or

10.14.3. by a member or members present in person or by proxy representing not less than one-tenth of the total voting rights of all the members having the right to vote at the meeting.

10.15. The declaration by the person who is chairing the meeting of the result of a vote shall be conclusive unless a poll is demanded.

10.16. The result of the vote must be recorded in the minutes of the Charity but the number or proportion of votes cast need not be recorded.

10.17. A demand for a poll may be withdrawn, before the poll is taken, but only with the consent of the person who is chairing the meeting.

10.18. If the demand for a poll is withdrawn the demand shall not invalidate the result of a show of hands declared before the demand was made.

10.19. A poll must be taken as the person who is chairing the meeting directs, who may appoint scrutineers (who need not be members) and who may fix a time and place for declaring the results of the poll.

10.20. The result of the poll shall be deemed to be the resolution of the meeting at which the poll is demanded.

10.21. A poll demanded on the election of a person to chair a meeting or on a question of adjournment must be taken immediately.

10.22. A poll demanded on any other question must be taken either immediately or at such time and place as the person who is chairing the meeting directs.

10.23. The poll must be taken within thirty days after it has been demanded.

10.24. If the poll is not taken immediately at least seven clear days' notice shall be given specifying the time and place at which the poll is to be taken.

10.25. If a poll is demanded the meeting may continue to deal with any other business that may be conducted at the meeting.

11. CONTENT OF PROXY NOTICES

11.1. Proxies may only validly be appointed by a notice in writing (a "proxy notice') which:

11.1.1. states the name and address of the member appointing the proxy;

11.1.2. identifies the person appointed to be that member's proxy and the general meeting in relation to which that person is appointed;

11.1.3. is signed by or on behalf of the member appointing the proxy, or is authenticated in such manner as the Trustees may determine; and

11.1.4. is delivered to the Charity in accordance with the Articles and any instruction contained in the notice of the general meeting to which they relate.

11.2. The Charity may require proxy notices to be delivered in a particular form, and may specify different forms for different purposes.

11.3. Proxy notices may specify how the proxy appointed under them is to vote (or that the proxy is to abstain from voting) on one or more resolutions.

11.4. Unless a proxy notice indicates otherwise, it must be treated as:

11.4.1. allowing the person appointed under it as a proxy discretion as to how to vote on any ancillary or procedural resolutions put to the meeting; and

11.4.2. appointing that person as a proxy in relation to any adjournment of the general meeting to which it relates as well as the meeting itself.

12. DELIVERY OF PROXY NOTICES

12.1. A person who is entitled to attend, speak or vote (either on a show of hands or on a poll) at a general meeting remains so entitled in respect of that meeting or any adjournment of it, even though a valid proxy notice has been delivered to the Charity by or on behalf of that person.

12.2. An appointment under a proxy notice may be revoked by delivering to the Charity a notice in writing given by or on behalf of the person by whom or on whose behalf the proxy notice was given.

12.3. A notice revoking a proxy appointment only takes effect if it is delivered before the start of the meeting or adjourned meeting to which it relates.

12.4. If a proxy notice is not executed by the person appointing the proxy, it must be accompanied by written evidence of the authority of the person who executed it to execute it on the appointor's behalf.

13. WRITTEN RESOLUTIONS

13.1. A resolution in writing agreed by a simple majority (or in the case of a special resolution by a majority of not less than 75%) of the members who would have been entitled to vote upon it had it been proposed at a general meeting shall be effective provided that:

13.1.1. a copy of the proposed resolution has been sent to every eligible member;

13.1.2. a simple majority (or in the case of a special resolution a majority of not less than 75%) of members has signified its agreement to the resolution; and

13.1.3. it has been received at the registered office within a period of 28 days beginning with the circulation date.

13.2. A resolution in writing may comprise several copies to which one or more members have signified their agreement.

14. VOTES OF MEMBERS

14.1. Every member shall have one vote.

14.2. Any objection to the qualification of any voter must be raised at the meeting at which the vote is tendered and the decision of the person who is chairing the meeting shall be final.

15. TRUSTEES

15.1. A Trustee must be a natural person aged 18 years or older and a majority of the Trustees must be members of the Charity. Trustees shall be appointed in accordance with Article 17.

15.2. No one may be appointed a Trustee if he would be disqualified from acting under the provisions of Article 18.

15.3. A Trustee shall not appoint an alternate Trustee or anyone to act on his behalf at meetings of the Trustees.

15.4. A person employed or formerly employed by the Charity shall not be eligible for nomination as a Trustee until a period of at least one year shall have elapsed since their employment with the Charity has ceased.

16. POWERS OF TRUSTEES

16.1. The Trustees shall manage the business of the Charity and may exercise all the powers of the Charity unless they are subject to any restrictions imposed by the Companies Acts, the Applicable Charities Legislation, the Articles or any special resolution.

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

16.3. No alteration of the Articles or any special resolution shall have retrospective effect to invalidate any prior act of the Trustees.

16.4. Any meeting of Trustees at which a quorum is present at the time the relevant decision is made may exercise all the powers exercisable by the Trustees.

17. APPOINTMENT OF TRUSTEES

17.1. With effect from the next AGM, following the date of adoption of these Articles, the Trustees shall comprise up to 12 persons made up of:

- no fewer than 6 and no more than 8 elected Trustees; and
- up to 4 Co-opted Trustees.

17.2. Nominations for Trustees must be made on an appropriate nomination form devised by the Trustees and must be returned to the registered office seven days in advance of the annual general meeting or of a general meeting summoned for purpose of election. The election of Trustees shall be made by the members of the Charity at the annual general meeting or at a general

meeting summoned for that purpose provided always that an overall majority of the Trustees (whether elected or appointed as a casual vacancy or a Co-opted Trustee) must be members of the Charity.

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

17.4. The terms of office of each of the Trustees as at the date of adoption of these Articles shall be determined by a resolution of the Trustees on the date of adoption of these Articles.

17.5. The appointment of a Trustee whether by the Charity in general meeting or by the other Trustees must not cause the number of Trustees to exceed any number fixed as the maximum number of Trustees.

17.6. Casual vacancies amongst the Trustees may be filled by the Trustees but any person so joining the Trustees shall retire at the same time as the person whose place they have taken would have retired.

17.7. The Trustees may at any time co-opt up to four individuals who are eligible to be Trustees under Article 15 to address any lack of skill or expertise. A Co-opted Trustee may be appointed for a term of up to three calendar years from the date of appointment and shall be entitled to attend meetings of the Trustees and shall have a right to vote at meetings of the Trustees. Co-opted Trustees shall not be required to be members of the Charity. A Co-opted Trustee shall be eligible to be co-opted again, subject to a recommendation from the Trustees on each occasion but shall not serve for a period of more than six years consecutively.

18. DISQUALIFICATION AND REMOVAL OF TRUSTEES

18.1. A Trustee shall cease to hold office if he:

18.1.1. ceases to be a Trustee by virtue of any provision of the Companies Acts. or is prohibited by law from being a Trustee;

18.1.2. is disqualified from acting as a Trustee by virtue of the Applicable Charities Legislation;

18.1.3. ceases to hold the office or position which entitles him to be a Trustee;

18.1.4. was a member at the time of election as a Trustee and

subsequently ceases to be a member of the Charity;

18.1.5. is removed as a member from membership of the Charity;

18.1.6. in the written opinion, given to the Charity of a registered medical practitioner treating that person, has physically or mentally become incapable of acting as a Trustee and may remain so for more than three months;

18.1.7. resigns as a Trustee by notice to the Charity (but only if at least three Trustees will remain in office when the notice of resignation is to take effect);

18.1.8. may not be a 'fit and proper person' as described in HM Revenue & Custom's guidance and the Trustees believe that his continued involvement as a Trustee could jeopardize the Charity's tax reliefs and exemptions with HMRC and the Trustees resolve that his office be vacated; or

18.1.9. is absent without the permission of the Trustees from all their meetings held within a period of six consecutive months and the Trustees resolve that his office be vacated.

19. REMUNERATION OF TRUSTEES

The Trustees must not be paid any remuneration unless it is authorised by Article 7 or by the Commission.

20. PROCEEDINGS OF TRUSTEES

20.1. The Trustees may regulate their proceedings as they think fit, subject to the provisions of the Articles.

20.2. The Trustees shall meet at least four times in each calendar year. Any Trustee may call a meeting of the Trustees.

20.3. The Secretary (if any) must call a meeting of the Trustees if requested to do so by a Trustee.

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20.4. Questions arising at a meeting shall be decided by a majority of votes.

20.5. In the case of an equality of votes, the person who is chairing the meeting shall have a second or casting vote.

20.6. A meeting may be held by suitable electronic means agreed by the Trustees in which each participant may communicate with all the other participants.

20.7. No decision may be made by a meeting of the Trustees unless a quorum is present at the time the decision is purported to be made. 'Present' includes being present by suitable electronic means agreed by the Trustees in which a participant or participants may communicate with all the other participants.

20.8. The quorum shall be one half of the Trustees rounded up, plus one.

20.9. A Trustee shall not be counted in the quorum present when any decision is made about a matter upon which that Trustee is not entitled to vote.

20.10. If the number of Trustees is less than three or the number fixed as the quorum, the continuing Trustees or Trustee may act only for the purpose of filling vacancies or of calling a general meeting.

20.11. The Trustees shall appoint a Trustee to chair their meetings and may at any time revoke such appointment.

20.12. If no-one has been appointed to chair meetings of the Trustees or if the person appointed is unwilling to preside or is not present within ten minutes after the time appointed for the meeting, the Trustees present may appoint one of their number to chair that meeting.

20.13. The person appointed to chair meetings of the Trustees shall have no functions or powers except those conferred by the Articles or delegated to him by the Trustees.

20.14. A resolution in writing or in electronic form agreed by all the Trustees entitled to receive notice of a meeting of Trustees or of a committee of Trustees and to vote upon the resolution shall be as valid and effectual as if it had been passed at a meeting of the Trustees or (as the case may be) a committee of Trustees duly convened and held provided that:

20.14.1. a copy of the resolution is sent or submitted to all the Trustees eligible to vote; and

20.14.2. all of the Trustees has signified their agreement to the resolution in an authenticated document or documents which are received at the registered office.

20.15. The resolution in writing may comprise several documents containing the text of the resolution in like form to each of which one or more Trustees has signified their agreement.

21. DELEGATION

21.1. The Trustees may delegate any of their functions to committees consisting of two or more individuals appointed by them. At least two members of every committee must be Trustees and the terms of any delegation must be recorded.

21.2. The Trustees may impose conditions when delegating, including the conditions that:

21.2.1. the relevant powers are to be exercised exclusively by the committee to whom they delegate; and

21.2.2. no expenditure may be incurred on behalf of the Charity except in

accordance with a budget previously agreed with the Trustees.

21.3. The Trustees may revoke or vary a delegation.

21.4. The meetings and proceedings of committees shall be governed by the Articles regulating the meetings and proceedings of the Trustees so far as applicable and not superseded by regulations made by the Trustees.

21.5. All acts and proceedings of any committees must be fully and promptly reported to the Trustees and for that purpose every committee shall appoint a secretary.

22. DECLARATION OF TRUSTEES' INTERESTS

A Trustee must declare the nature and extent of any interest, direct or indirect, which he has in a proposed transaction or arrangement with the Charity or in any transaction or arrangement entered into by the Charity which has not previously been declared. A Trustee must absent himself from any discussions of the Trustees in which it is possible that a conflict will arise between his duty to act solely in the interests of the Charity and any personal interest (including but not limited to any personal financial interest) unless expressly invited to remain in order to provide information.

23. VALIDITY OF TRUSTEES' DECISIONS

23.1. Subject to Article 23.2, all acts done by a meeting of Trustees, or of a committee of Trustees, shall be valid notwithstanding the participation in any vote of a Trustee:

23.1.1. who was disqualified from holding office;

23.1.2. who had previously retired or who had been obliged by the constitution to vacate office;

23.1.3. who was not entitled to vote on the matter, whether by reason of a conflict of interests or otherwise;

if without:

23.1.4. the vote of that Trustee; and

23.1.5. that Trustee being counted in the quorum;

the decision has been made by a majority of the Trustees at a quorate meeting.

23.2. Article 23.1 does not permit a Trustee or a connected person to keep any benefit that may be conferred upon him by a resolution of the Trustees or of a committee of Trustees if, but for Article 23.1,the resolution would have been void, or if the Trustee has not complied with Article 22 or Article 23.

24. LEADER

The Charity shall have a Leader who shall carry out such tasks as are agreed by the Council from time to time to meet the Charity's needs. The Leader is entitled to be in attendance at Council meetings. However, he/she shall not remain in attendance if requested not to attend by the chairperson of that meeting or where a personal conflict of interest arises or where he/she is asked to leave by the Chairperson. The Leader is entitled to be in attendance at Council meetings but for the avoidance of doubt is not a Council Member nor a Charity Trustee nor entitled to vote. Staff (other than the Leader) may be invited to be in attendance from time to time).

25. SEAL

If the Charity has a seal it must only be used by the authority of the Trustees or of a committee of Trustees authorised by the Trustees. The Trustees may determine who shall sign any instrument to which the seal is affixed and unless otherwise so determined it shall be signed by a Trustee and by the secretary (if any) or by a second Trustee.

26. MINUTES

26.1. The Trustees must keep minutes of all:

26.1.1. appointments of officers made by the Trustees;

26.1.2. proceedings at meetings of the Charity; and

26.1.3. meetings of the Trustees and committees of Trustees including:

26.1.3.1. the names of the Trustees present at the meeting;

26.1.3.2. the decisions made at the meetings; and

26.1.3.3. where appropriate the reasons for the decisions.

26. ACCOUNTS

26.1. The Trustees must prepare for each financial year accounts as required by the Companies Acts and the Applicable Charities Legislation. The accounts must be prepared to show a true and fair view and follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statements of Recommended Practice.

26.2. The Trustees must appoint auditors and keep accounting records as required by the Companies Acts and the Applicable Charities Legislation.

27. ANNUAL REPORT AND RETURN AND REGISTER OF CHARITIES

27.1. The Trustees must comply with the requirements of the Applicable Charity Legislation with regards to the:

27.1.1. transmission of the statements of account to the Commission;

27.1.2. preparation of an Annual Report and its transmission to the Commission; and

27.1.3. preparation of an Annual Return and its transmission to the Commission.

27.2. The Trustees must notify the Commission promptly of any changes to the Charity's entry on the Central Register of Charities.

28. MEANS OF COMMUNICATION TO BE USED

28.1. Subject to the Articles, anything sent or supplied by or to the Charity under the Articles may be sent or supplied in any way in which the Companies Acts provides for documents or information which are authorised or required by any provision of the Companies Acts to be sent or supplied by or to the Charity.

28.2. Subject to the Articles, any notice or document to be sent or supplied to a Trustee in connection with the taking of decisions by Trustees may also be sent or supplied by the means by which that Trustee has asked to be sent or supplied with such notices or documents for the time being.

28.3. Any notice to be given to or by any person pursuant to the Articles:

28.3.1. must be in writing; or

28.3.2. must be given in electronic form.

28.4. The Charity may give any notice to a member either:

28.4.1. personally; or

28.4.2. by sending it by post in a prepaid envelope addressed to the member at his address; or

28.4.3. by leaving it at the address of the member; or

28.4.4. by giving it in electronic form to the member's address.

28.5. A member who does not register an address with the Charity or who registers only a postal address that is not within the United Kingdom or the Republic of Ireland shall not be entitled to receive any notice from the Charity.

28.6. A member present in person at any meeting of the Charity shall be deemed to have received notice of the meeting and of the purposes for which it was called.

28.7. Proof that an envelope containing a notice was properly addressed, prepaid and posted shall be conclusive evidence that the notice was given.

28.8. Proof that an electronic form of notice was given shall be conclusive where the company can demonstrate that it was properly addressed and sent, in

accordance with s.1147 of the Companies Act 2006.

28.9. In accordance with s.1147 of the Companies Act 2006 notice shall be deemed to be given:

28.9.1. 48 hours after the envelope containing it was posted; or

28.9.2. in the case of an electronic form of communication, 48 hours after it was sent.

29. RULES

29.1. The Trustees may from time to time make such reasonable and proper rules or bye laws or terms of reference as they may deem necessary or expedient for the proper conduct and management of the Charity.

29.2. The bye laws may regulate the following matters but are not restricted to them:

29.2.1. the admission of members of the Charity in accordance with the Community & Prayer Guide and the rights and privileges of such members, and the entrance fees, subscriptions and other fees or payments to be made by members;

29.2.2. the creation or recognition of working groups and the composition of the members' tasks, roles, rights and privileges of such working groups;

29.2.3. the creation or recognition of associates, affiliates, groups of supporters, friends or corporate supporters of the Charity who are not members of the Charity and the rights and privileges of such groups and any payments or rules regulating the terms of their association with the Charity;

29.2.4. the conduct of members of the Charity in relation to one another, and to the Charity's employees and volunteers;

29.2.5. the setting aside of the whole or any part or parts of the Charity's premises at any particular time or times or for any particular purpose or purposes;

29.2.6. the procedure at general meetings and meetings of the Trustees in so far as such procedure is not regulated by the Companies Acts or by the Articles;

29.2.7. generally, all such matters are as commonly the subject matter of company rules.

29.3. The Charity in general meeting has the power to alter, add to or repeal the rules or bye laws.

29.4. The Trustees must adopt such means as they think sufficient to bring the

rules and bye laws to the notice of members of the Charity.

29.5. The rules or bye laws shall be binding on all members of the Charity. No rule or bye law shall be inconsistent with, or shall affect or repeal anything contained in, the Articles.

30. INDEMNITY

30.1. The Charity shall indemnify every relevant Trustee against any liability incurred in successfully defending legal proceedings in that capacity, or in connection with any application in which relief is granted by the Court from liability for negligence, default, or breach of duty or breach of trust in relation to the Charity.

30.2. In this Article a "relevant Trustee" means any Trustee or former Trustee of the Charity.

31. DISPUTES

If a dispute arises between members or Trustees of the Charity about the validity or propriety of anything done by the members or Trustees of the Charity under these Articles, and the dispute cannot be resolved by agreement, the parties to the dispute must first try in good faith to settle the dispute by mediation before resorting to litigation.

32. DISSOLUTION

32.1. The members of the Charity may at any time before, and in expectation of, its dissolution resolve that any net assets of the Charity after all its debts and liabilities have been paid, or provision has been made for them, shall on or before the dissolution of the Charity be applied or transferred in any of the following ways:

32.1.1. directly for the Objects; or

32.1.2. to any charity or charities for purposes similar to the Objects; or

32.1.3. to any charity or charities for use for particular purposes that fall within the Objects.

32.2. Subject to any such resolution of the members of the Charity, the Trustees of the Charity may at any time before and in expectation of its dissolution resolve that any net assets of the Charity after all its debts and liabilities have been paid, or provision made for them, shall on or before dissolution of the Charity be applied or transferred:

32.2.1. directly for the Objects; or

32.2.2. to any charity or charities for purposes similar to the Objects; or

32.2.3. to any charity or charities for use for particular purposes that fall within the Objects.

32.3. In no circumstances shall the net assets of the Charity be paid to or distributed among the members of the Charity and if no resolution in accordance with Article 32. or 32.2 is passed by the members or the Trustees the net assets of the Charity shall be applied for charitable purposes as directed by the Court or the Commission.

33. INTERPRETATION

33.1. In these Articles:

"address" means a postal address or, for the purposes of electronic communication, a fax number, an e-mail or postal address or a telephone number for receiving text messages in each case registered with the Charity;

"the Applicable Charities Legislation" means the Charities Act (Northern Ireland) 1964 and the Charities (Northern Ireland) Order 1987 and the Charities Act (Northern Ireland) 2008 to the extent that they are for the time being in force and applicable to the Charity;

"the Articles" means the Charity's articles of association;

"the Charity" means the company intended to be regulated by the Articles;

"Charity Trustee" has the meaning prescribed by s.180 of the Charities Act (Northern Ireland) 2008;

"clear days" in relation to the period of a notice means a period excluding: the day when the notice is given or deemed to be given; and the day for which it is given or on which it is to take effect;

"the Commission" means the Charity Commission for Northern Ireland;

"the Community & Prayer Guide" means the guide produced annually for members which includes information on community procedures, worship and prayer;

"Companies Acts" means the Companies Acts (as defined in s.2 of the Companies Act 2006) insofar as they apply to the Charity;

"Conflicted Trustee" means a Trustee in respect of whom a conflict of interest arises or may reasonably arise because the Conflicted Trustee or person connected to a Trustee is receiving or stands to receive a benefit (other than payment of a premium for indemnity insurance) from the Charity, or has some separate interest or duty in a matter to be decided, or in relation to information which is confidential to the Charity;

"Connected Person" means, in relation to a Trustee, a person with whom the Trustee shares a common interest such that he may reasonably be regarded as benefiting directly or indirectly from any Material Benefit received by that person, being either a member of the Trustee's family or household or a person or body who is a business associate of the Trustee, and (for the

avoidance of doubt) does not include a company with which the Trustee's only connection is an interest consisting of no more than 1% of the voting rights;

"Co-opted Trustee" means a Trustee co-opted by the Trustees in accordance with Article 17.4;

"document" includes, unless otherwise specified, any document sent or supplied in electronic form;

"electronic form" has the meaning given in s.1168 of the Companies Act 2006;

"Financial Expert" means a person who is reasonably believed by the Trustees to be qualified to give the relevant advice and/or provide the relevant services by his ability in and practical experience of financial and other matters relating to the investment;

"Leader" means the person known as the "Corrymeela Community Leader" or the 'Leader' or by such other title as decided by the members by an ordinary resolution from time to time;

"Material Benefit" means a benefit which may or may not be financial but which has monetary value;

"member" and **"membership"** refers to company law membership of the Charity of any class;

"the Memorandum" means the Charity's memorandum of association;

"the Objects" means the objects of the Charity as defined in Article 3;

"Officers" includes the Trustees and the secretary (if any);

"person connected to a Trustee" means (a) a child, parent, grandchild, grandparent, brother or sister of a Trustee, (b) the spouse or civil partner of a Trustee or anyone falling within paragraph (a), (c) a person carrying on business in partnership with a Trustee or with any person falling within paragraphs (a) (b) or (c) (or which is controlled by any two or more such persons when taken together), (d) a body corporate in which a Trustee or any person within paragraphs (a) to (c) has a substantial interest (or in which two or more such persons, taken together, have a substantial interest);

"the seal" means the common seal of the Charity, if it has one;

"Secretary" means any person appointed to perform the duties of the secretary of the Charity;

"Special resolution" means a resolution of the members of the Charity passed by;

- on a show of hands at a general meeting, a majority of not less

than 75% of the votes cast by those entitled to vote (section 283(4), Companies Act 2006).

- on a poll at a general meeting, a majority of not less than 75% if it is passed by members representing not less than 75% of the total voting rights of the members who (being entitled to do so) vote in person, by proxy or in advance (section 322A, Companies Act 2006) on the resolution (section 283(5), Companies Act 2006).
- on a written resolution, a majority of not less than 75% it if it passed by members representing not less than 75% of the total voting rights of eligible members (section 283(2), Companies Act 2006).

"Subsidiary Company" means any company in which the Charity holds more than 50% of the shares, controls more than 50% of the voting rights attached to the shares, or has the right to appoint the majority of its directors;

"the Trustees" means the directors of the Charity. The Trustees are Charity Trustees for charity law purposes as defined by the Applicable Charities Legislation;

"the United Kingdom" means Great Britain and Northern Ireland;

"written" or "in writing" refers to a legible document or paper or a document which can be printed onto paper including a fax message or electronic mail; and

words importing one gender shall include all genders, and the singular includes the plural and vice versa.

33.2. Unless the context otherwise requires, words or expressions contained in the Articles have the same meaning as in the Companies Acts and the Applicable Charities Legislation but excluding any statutory modification not in force when this constitution becomes binding on the Charity.

33.3. Apart from the exception mentioned in the previous paragraph a reference to an Act of Parliament includes any statutory modification or re-enactment of it for the time being in force.

Corrymeela Governance Framework

Reviewed & Revised June 2026

Page No.

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1. Introduction & Purpose

The Corrymeela Community, founded in 1965, is both a Community of members and an organisation constituted as a charity with the object of being a Christian Community of peace and reconciliation by engaging with difference, addressing division and supporting peace and reconciliation in Northern Ireland and beyond

The mission of Corrymeela is to transform division through human encounter, repairing relationships between fractured communities and addressing the relational, societal, structural and power dynamics that contribute to sectarian conflict.

Purpose of Corrymeela's Governance Framework

The Governance Framework is the mechanism by which the Corrymeela Community holds together the community of members and the charitable organisation. Through it, all office bearers, Trustees and senior staff are held to account in order to achieve the mission of Corrymeela through faithfulness to our organisation's purpose and Charter, while also being compliant with company and charity law.

The Corrymeela Community is a registered Charity and is also a Company Limited by Guarantee. These terms both have a legal status and as such there are requirements and responsibilities attached to those who are Council members. Council is a term chosen by Corrymeela and its members are the Directors under company law and the Trustees under charity law.

As a Company there is a Memorandum and Articles of Association which governs what we can do and how we must do it. As a Charity in Northern Ireland we are governed by the Charities Act (Northern Ireland) 2008.

1.1 Key Definitions

Member	A person who has membership of the Corrymeela Community
Council Member	A person elected to Council by the Corrymeela membership or co-opted. Council members are trustees of the charity and directors of the limited company.
Leader	The role responsible for the leadership of the Community of members and the Charity
Officer Bearers' Committee	Committee consisting of Council officers – Chair, Vice Chair and Hon Treasurer. For Terms of Reference see Page 23. The Leader will normally be in attendance.

Senior Management Team	The senior members of staff, reporting to the Leader, who are responsible for implementing the strategic direction and operational running of the charity in partnership with the Community.
The Charity	"The Corrymeela Community" is the name of the Company Limited by guarantee and not having a share capital registered with the Charity Commission for Northern Ireland NIC101597 and registered as a charity with HMRC Reference No XN48052A.

2. Underpinning Principles

Corrymeela endorses the five principles laid out in the Code of Good Governance published by the Northern Ireland Council for Voluntary Action and Good Governance: A Code for the Voluntary and Community Sector in England.

Principle 1 An effective board will provide good governance and leadership by understanding its role and responsibilities

Principle 2 An effective board will provide good governance and leadership by working well both as individuals and as a team

Principle 3 An effective board will provide good governance and leadership by ensuring delivery of organisational purpose

Principle 4 An effective board will provide good governance and leadership by exercising appropriate control

Principle 5 An effective board will provide good governance and leadership by behaving with integrity and by being open and accountable

This Governance Framework is intended to be complementary to all prevailing statutory, legislative and regulatory governance requirements applying to Corrymeela. It will be a living document which is reviewed on a continuing basis to ensure that it remains up to date under the direction of the Chair of Council.

3. The Corrymeela Community

Our core story:

Telling our story is one of the ways in which we honour Ray Davey, who founded Corrymeela in 1965 as a way of building a more peaceful Northern Ireland, through community. Telling our story keeps us anchored in our origins as a Christian community of peace and reconciliation and reminds us that the work of reconciliation is relational.

In the midst of the Troubles, we welcomed people from different sides of conflict, and enabled them to meet safely, have difficult conversations well and learn from one another. As we did so, we built a network of relationships based on reconciliation and trust, which played a part in accelerating the N. Ireland peace process and attracted followers from around the world.

Our members, dispersed across the island and beyond, commit themselves personally each year to transforming division in their lives and communities. Our staff and volunteers welcome and engage with thousands of people from different backgrounds every year through our community and residential programmes, walking alongide them as they actively explore how to live better together.

As Corrymeela, we believe that we need each other to thrive. In the midst of local division and global crisis, we are committed to discovering in this disruption new and creative ways of thriving together.

Our values:

We welcome everyone
We learn from each other, particularly when we disagree
We believe that change starts from within We
discover together how to work through conflict
We need each other to thrive.

Please see Appendix 3 for our Charter.

4. Corrymeela Council

Council is the executive body of the Community. Individually and collectively, Council members are responsible for ensuring that Corrymeela effectively fulfils the objects set out in the Memorandum and Articles of Association. Council sets Corrymeela's strategic aims, ensures that the necessary financial and human resources are in place to meet its objectives and oversees leadership performance. As Company Directors and Charity Trustees Council members carry responsibility for the administration of Corrymeela's affairs and may in certain circumstances be held legally liable.

Council members are accountable to the total membership and are not representatives of any particular grouping within the Community.

In carrying out its responsibilities, Council will uphold the values of accountability to its stakeholders, probity and transparency.

In short, Council:

- Sets out the vision, mission and values

- Agrees the strategy to deliver the vision and mission
- Agrees the governance structure and policies to ensure compliance with legal and regulatory requirements and clear delegation of authority
- Approves the Operational Plan to deliver strategy
- Approves the overall staff structure, finances and physical resources to deliver the Operational Plan
- Monitors performance and holds the Leader accountable for their areas of responsibility.
- Ensures risk is effectively managed
- Supports effective line management structures and communications
- Effectively manages the governance of the Council itself, in relation to the AGM, code of conduct, election of office bearers, induction of new Council members and appointment of co-opted Council members to ensure an appropriate balance of skills, knowledge and experience.

4.1. Specific Duties

Every Council Member is required to:

- Read the Memorandum and Articles of Association and fully understand Corrymeela's objectives and the rules governing how we operate
- Regularly attend and contribute to Council meetings and support others to contribute
- Exercise confidentiality concerning Council business
- Take time to understand the breadth of Corrymeela's work and involvement
- Represent an agreed Council position or decision when speaking outside Council
- Ensure that Council accomplishes its key roles, as defined above

4.2. Council Membership

The number on council shall be up to 12 people, comprising of no fewer than 6 and no more than 8 elected members and up to 4 co-opted Council members (co-opted Council members may not necessarily be members of the community). Elected members are elected from full members at the AGM.

Under normal circumstances, Council members may not serve more than six years. Provision is given for some office bearers to serve an additional 15 months in exceptional circumstances, see Article 17.3.

Primarily membership of Council needs to ensure skills balance. Additionally co-options are made by Council to ensure other balances: age, gender, religious affiliation, and geographical location. Co-options are for a non-renewable period of a maximum of three years if agreed by Council

A person employed or formerly employed by the Charity shall not be eligible for nomination as a Council member until a period of at least one year shall have elapsed since their employment with the Charity has ceased. (Articles of Association of the Corrymeela Community).

The Leader will be in attendance at Council meetings. Where appropriate, other staff may be invited to attend Council meetings for specific business and reporting purposes.

4.3. Council Operation

Officeholders

At the first meeting following the AGM, Council will elect a Chair, Vice Chair and Treasurer. These posts will be held for a period of a year

Meetings

Council meets at least 7 times a year. There is also a residential weekend normally held in January/February. Meetings are generally held in Belfast with some held in Ballycastle.

Agenda & Papers

The Chair draws up an agenda, in consultation with the Leader and Office Bearers' Committee. This is circulated prior to each meeting to ensure that appropriate issues are addressed, sufficient time is allocated, and those items identified in the agenda cycle are covered.

Timely & Suitable Provision of Papers for Meetings

- Any substantial issue, new project or direction should be dealt with through a paper circulated in advance, either by a sub-committee chair, or member of Council, through the Chair
- Submitted papers will normally include background information, identification of issues for decision, financial implications and recommendations
- Except in cases of emergency, the Chair will ensure that all papers are circulated to Council members at least four working days in advance of meetings to allow sufficient time to read and digest them
- All meetings are minuted and these are agreed at the next meeting

Items of Business

- Items of business need to be given an appropriate time for discussion. Council members are encouraged to make their comments, to ensure that other members are given space to make theirs and not to monopolise the discussion
- Council members should not share the outline or details of Council business outside Council with anyone who is not a council member
- The Leader is responsible for communicating Council decisions to staff, unless otherwise agreed

- Council business is shared with community members by a regular communication from the Chair

Quorum

The quorum for Council meetings is one half of the trustees rounded up, plus one. Council will endeavour to reach decisions by consensus. In the case of an equality of votes, the person who is chairing the meeting shall have a second or casting vote. (See document 'Articles of Association of the Corrymeela Community').

In the absence of a quorum, members present may discuss informally any items on the agenda circulated but may not take decisions. The business must be conducted, and any decisions taken at a quorate meeting.

Payment

Council members may not receive payment from Corrymeela for any services or any project under the auspices of the Corrymeela Community except for agreed out-of-pocket expenses. (See Section 7 of 'Articles of Association of the Corrymeela Community'). No Council member may be in a trading relationship with Corrymeela without strict adherence to the agreed Procurement Policy.

Budget & Provision of Financial Information for Council Members

The Leader presents a draft budget for approval. The Finance Committee analyses the figures and the Treasurer, on behalf of the Finance Committee, provides financial information to each Council meeting. This information will include actual expenditure and income against budget for each operational area and explaining any variances along with a statement of Cash Flow.

4.4. Council Agenda Cycle

Each Meeting • Minutes of previous meeting and matters arising • Declaration of any conflict of interest • Review of Leader's report including progress against agreed SMT priorities • Review of reports from Finance Committee, Governance and Nominations Committee, Audit and Risk Committee and Community Life Committee.
Quarterly • Review of management accounts covering performance to date against the year's budget and recommendations for improvement plus cash flow, fundraising and related matters • Reports from selected Governance Committees

Half-yearly • Report from Leader on long-term plans, not simply against budget. Are the policies, objectives and strategies on track? Is the organisational structure effective? • Report from Leader on relational wellbeing of Corrymeela Community staff, members, volunteers • Risk register review • Regulatory compliance assurance and policy register review
Annually • Approval of Operational Plan • Approval budget for the coming year and consider consequential issues • Annual review of Council's own performance as a board • Annual Review of Health and Safety • Annual Review of Safeguarding and Critical Incidents • Approval of Annual Accounts and Directors'/Trustees' Report • Prepare for AGM including election of Council Members • Elect office bearers and agree co-options to address any perceived imbalances • Review membership and remit of Governance Committees • Review and update the Charter
Every 3-5 years • Review and update the Strategic Plan

5. Code of Conduct

In exercising responsibility for governance, Council Members should adhere to the following Code of Conduct:

- This Code of Conduct aims to ensure the integrity of the ethos and vision of the Corrymeela Community
- It focuses on clarifying the boundaries of acceptable conduct by identifying what is considered to be professional and unprofessional behaviour
- Whilst it is impossible to cover all situations within which members may find themselves, it provides general guidance
- Where there is any doubt about a particular situation, Council members should consult the Chair

Personal Commitment

- Attend all Council meetings and contribute as appropriate outside Council meetings
- Act collaboratively with other Council trustees in a spirit of mutual respect and teamwork

- Develop effective relationships with senior management, providing support and advice when required

Objectivity

- Take decisions objectively in the interests of the charity. Council members should think and act independently, ensuring that proper critical review is given to Council's collective decisions and actions

Trust

- Council members are required to be reliable, punctual and honest, fulfil reasonable expectations and communicate in a way that engenders trust and confidence in their integrity and reliability
- Decisions must be taken in the best interest of Corrymeela and its members without regard to personal or professional gain or prospects
- Council members will not commit any act (including saying or writing anything) that may potentially bring Corrymeela into disrepute or diminish the trust and confidence of members of the public

Financial & Administrative Integrity

- Council members are expected to demonstrate absolute integrity and honesty in relation to the finances and resources of Corrymeela

Personal Competence

- Corrymeela requires that Council members will be emotionally and mentally competent
- The skills and knowledge of Council members allied to a willingness to learn are vital in ensuring quality governance
- Council members have both the right and responsibility to actively participate in identifying their own learning needs, receiving feedback and participating in appropriate training and development activities to address those needs

Drugs & Alcohol

Council members
will:

- Not consume alcohol or drugs (except for medicinal purposes) while participating in Corrymeela business
- Be moderate in their consumption of intoxicants prior to being involved in or undertaking Corrymeela business (i.e. not more than 2 units of alcohol within 4 hours before being involved in Corrymeela activities/business.)

Valuing Diversity

- Council members will not try to impose their own personal, political or religious beliefs on colleagues, staff members, volunteers, Community members or service

users nor suggest that adoption of particular beliefs or values may result in preferential treatment

Equity

- In as far as possible, Council members will work in a way which affords equal opportunity for colleagues, staff members, volunteers, Community members and service users and will not discriminate on the grounds of age, sex, race, disability, sexual orientation, gender, marital or family status, nationality, religion, political beliefs or tradition
- Council members will make every effort to ensure that the rights in law and custom of the aforementioned groups are observed and upheld

Relationships with Staff

- In a personal relationship between a Council member and a staff member it is the responsibility of the Council member to maintain the appropriate boundaries between personal and professional relationships and identify if and when the relationship is inconsistent with the requirements of good governance or creates a potential conflict of interest. If in doubt the Council member should consult with the Chair
- With the exception of the Chair, who line manages the Leader, Council members are not involved in the management of staff and should not become involved in line management issues

Gifts & Benefits

- Council members will not ask for or otherwise seek any personal gifts, fee or benefits
  (including inclusion in a legacy) from Corrymeela, staff members, volunteers, Corrymeela members or beneficiaries. Such gifts will be actively discouraged
- Council members may not receive personal gifts from suppliers or potential suppliers of services or products to Corrymeela

Procurement of Services & Resources

- Where a Council member has a conflict of interest, or may be perceived to have a conflict, in relation to the procurement of any service or item, or the recruitment of any person, this conflict of interest will immediately be declared, and the Council member will take no part in and not be present during the procurement or recruitment process
- At all times we must follow our approved Procurement Policy

Bullying & Harassment

- Council members will not subject fellow Council members, staff, volunteers, Community members or service users to any form of bullying or harassment (i.e. any behaviour which results in the person feeling unsafe or uncomfortable) including harassment of a sexual nature or which has sexual implications

- Bullying and harassment may include using inappropriate language or humour as well as other forms of behaviour

Health & Safety

All Council members will comply with the law and Corrymeela's policy and procedures in relation to Health and Safety. In particular they will:

- take reasonable care for the health and safety of themselves and others
- cooperate with Corrymeela in complying with the relevant Health and Safety requirements (see the Health and Safety Manual for details)
- not interfere with or misuse anything provided in the interests of Health and Safety • identify and report potential hazards

Confidentiality & Access to Information

- Council members have an individual responsibility to observe confidentiality
- Council members will not disclose confidential Council business to an unauthorised person
- Council members will not disclose personal information concerning individual Council members, staff members, volunteers, Corrymeela members or beneficiaries
- Council members will comply with Corrymeela's policy on data protection and access to information
- Confidentiality may only be breached where it is approved by the individual, it is demonstrably in the interest of the individual, it is required by law, or where there is over- riding concern for the rights or welfare of others
- In the carrying out of any research or publication of publicity material which identifies individuals, Council members will ensure that the rights of the individuals identified are upheld and their privacy respected. Such individuals identified will be consulted to obtain their consent prior to any material identifying them is obtained or published

Challenging Unprofessional Practice

- Any Council member who becomes aware of any action or proposed action by a Council member or staff member which s/he considers is not consistent with this Code of Practice, or which may be harmful to Corrymeela, Council, an individual Council member, staff member, volunteer, Corrymeela member, or member of the public, has a responsibility to make such representations as will remedy the situation. If no satisfactory outcome is achieved, or it is clearly a serious issue, the concerns must be communicated to the Chair. A Council member who fails to make such representations is colluding in the unprofessional conduct and therefore, in part, shares responsibility for it
- Colleagues cannot give permission for other Council members to disregard the Code of Practice or other organisational policies or procedures

Victimisation

- Council members will not in any way victimise other Council members, staff members, volunteers, Community members or service users who have raised concerns, formally or informally, about another Council or staff member within the organisation or invoked the grievance procedure, regardless of the nature of the issue or the eventual outcome, or contacted an external agency in relation to allegations of the abuse of children or vulnerable adults, harassment, etc.

Complaints

- Where a Council member receives a complaint from a staff member, volunteer, Corrymeela member, staff from another organisation or a member of the public, s/he will listen carefully to the nature of the complaint, give due consideration to its content and advise the complainant of the formal and informal avenues to take the complaint further and ensure that the complaint is recorded appropriately
- Where the complaint represents an allegation of serious misconduct by another Council or staff member, or where another person may be in danger, the complaint will immediately be referred to the Chair and the Leader

Legal Infringement

- Council members will not knowingly encourage any infringement of the law by Council or staff members, nor collude with a colleague in the evasion of the consequences of an illegal act
- If a Council member becomes aware of an illegal or potentially illegal act s/he must inform the Chair and the leader immediately

Conflicting Interests

- Where there appears to be a conflict in applying different aspects of this Code to a particular situation, or where a Council member believes that it is wrong to follow this Code in particular circumstances, s/he will seek advice and guidance as soon as possible from the Chair

Review of the Code of Conduct

It is recognised that any Code of Conduct will require regular review and improvement to allow for both external and internal changes.

Council will therefore review the code every three years. Council members will be consulted for their views in relation to any such review.

In the meantime, Council members are encouraged to identify any shortcomings/omissions in the Code or to suggest additions or amendments at any time.

6. Role of Chair

The Chairperson is pivotal in creating the conditions for overall Council and individual Trustee effectiveness. Specifically, the Chair's responsibilities are:

- To lead the Council and set its agenda in consultation with the Leader and Office Bearers' Committee
- To ensure that Council members receive accurate, timely and clear information, in particular about the performance against budget and operational plan; to enable the Council to monitor effectively and to make sound decisions
- To ensure effective communication with stakeholders and ensure the Trustees develop an understanding of the views of major partners
- To manage Council meetings effectively, ensuring adequate time is available for discussion of complex or contentious issues and recording clear decisions
- To monitor the implementation of decisions taken at Council meetings
- To ensure that the performance of Council and its committees is evaluated annually
- To encourage active engagement of all Council members
- To promote effective relationships between Council members and staff
- To set clear goals, line manage and supervise the Leader, establish close relationship of trust, providing supervision, support and advice and conducting their Annual Appraisals
- To chair the general meetings of the Corrymeela Community

In addition,

- Chair and lead the Office Bearers' Committee
- Represent Corrymeela as required
- The Chair acts as the final arbiter in any whistle-blowing cases which may arise
- The Chair will lead in the resolution of issues regarding real or perceived conflicts of interest by Council members
- Sit on appointment and disciplinary panels at senior level as required

The Chair will also have a role in relation to the company Annual Report to ensure the following inclusions:

- an outline of all significant developments occurring in the reporting year
- details of major issues likely to arise in the short to medium term
- an affirmation that all appropriate procedures for financial reporting, procurement and the disposal of assets have been complied with
- a statement on the system of internal financial control
- an affirmation that codes of conduct for Trustees and employees have been put in place and have been adhered to
- an explanation of any failure to comply with any of the above and stating what corrective action has been taken or contemplated
- an outline of significant post-balance-sheet events

7. Role of Vice-Chair

In addition to complying with their general duties as a Trustee, the Vice-Chair's role is:

- To deputise for the Chair of Council as requested
- To assist and support the Chair of Council in providing leadership and fostering a team approach among Council members
- To accompany the Chair of Council to meetings where appropriate
- To attend the meetings of committees/working groups as required
- To represent Corrymeela at functions and meetings and act as spokesperson where appropriate

The role of Vice-Chair requires:

- Leadership skills
- Experience of committee work
- Good communication and interpersonal skills
- Tact and diplomacy
- Impartiality, fairness and the ability to respect confidentiality

8. Role of the Honorary Treasurer

In addition to complying with their general duties as a Trustee, the Treasurer's role is:

- To provide advice, information and clarity to the other trustees on Council on their responsibilities in respect of the financial aspects of Corrymeela's operations
- The Treasurer serves on the Audit and Risk Committee as a voting member,
- The Treasurer reports to Council about the adequacy of the Charity's financial health and internal controls.
- To act as the main point of contact on the Council for the Head of Finance, external auditor and any member of management concerned with the financial aspects of Corrymeela's operations
- Be instrumental in the development and implementation of financial reserves and investment policies
- Oversee major contracts and projects including funder interaction and reporting commitments

Main Duties

General financial oversight.

- To oversee and present budgets, accounts and financial statements
- To liaise with designated staff about financial matters
- To ensure that appropriate accounting procedures and controls are in place
- To ensure compliance with relevant legislation
- To ensure any recommendations of the auditors are implemented
- To ensure accounts meet the conditions of contractual agreements with external agencies such as funders and statutory bodies

Financial planning and reporting.

- To present financial reports to Council
- To make a presentation of the accounts at the annual general meeting (AGM)
- To advise on the organisation's reserves policy and investment policy
- To advise on the financial implications of the organisation's strategic and operational plans
- To advise on the fundraising strategy of the organisation
- To ensure that there is no conflict between any investment held and the aims and objects of the charity

Qualities & Skills Preferred

- Experience of financial control and budgeting
- Experience of fundraising and pension schemes
- Good communication and interpersonal skills
- A willingness to be contacted on an ad hoc basis
- Ability to ensure decisions are taken and followed-up
- Good timekeeping

Time commitment required:

The role of the Treasurer requires an estimated commitment of 20 hours per month.

9. Leadership & Management Structure

9.1 Leadership Model

The Leader is accountable to the Council as elected representative of the Community to provide strategic direction and operational leadership of the Charity, and for promoting its mission to be a Christian Community of peace and reconciliation.

The way that the community of Members and the charity organisation are connected and relate to each other is a core part of Corrymeela's unique offering to the work of peacebuilding and reconciliation. Through the Chair, the Council holds the Leader and Senior Management team accountable for their individual and shared leadership roles.

See Appendix 1 for Leader job description.

9.2. Role of The Senior Management Team in Operational Management

The Senior Management Team (SMT) in Corrymeela consists of the Leader, (who acts as Chair), Head of Programme, Head of Finance and Corporate Services and Head of Hospitality and Facilities,

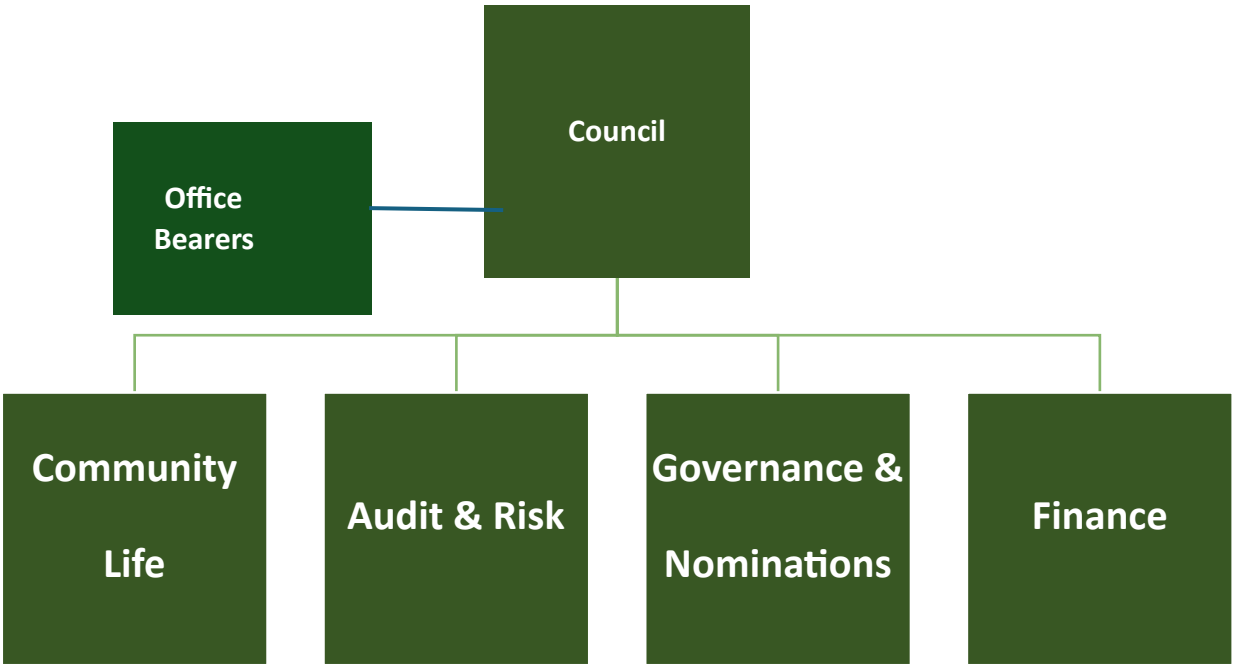
Council delegates to the Leader and with him or her, the SMT, responsibility for managing Corrymeela's operations. Thus, while Council owns and approves strategy, mission and approach, the Leader, together with the Senior Management team, implements them and all other management aspects of Corrymeela's operations.

The Senior Management Team participates in the strategic planning process, develops annual operating plans and reports on the progress, performance and results of the departments for which they are responsible to Council on a regular basis in line with the agreed Council agenda cycle.

The Senior Management team are responsible for putting in place the appropriate structures, people and processes, within agreed budgets, to deliver the agreed strategy.

The Senior Management team are responsible for setting standards of performance for staff and volunteers and enabling ways of working which support the relational ethos of Corrymeela in everything they do, as outlined in the Charter.

10. Governance Committees



The purpose of any governance committee is to support Council in its governance responsibilities.

There are currently 5 Committees appointed by Council:

1. Office Bearer's Committee
2. Community Life Committee
3. Audit and Risk Committee
4. Governance and Nominations Committee
5. Finance Committee

In addition, a Remuneration Committee meets annually and ad hoc as required to review salaries, oversee benefits and make recommendations to Council on the Remuneration Policy.

The following underpinning principles provide the backdrop to the work of all Committees:

- Governance Committees of Council will contain at least one Council member
- Council will appoint the Committee Chairperson who is responsible for ensuring effective adherence to its terms of reference
- Council will approve the membership of each Committee
- Additional members may be drawn from Council, the general Corrymeela Membership or be external to the Community, dependent on the specific skills required
- The Leader and other members of SMT attend and contribute to these committees where appropriate
- Where possible, membership of Committees will reflect a breadth of age, gender, religious affiliation, and expertise
- Committee members will normally serve a maximum of three years
- Spouses and partners may not have membership of the same Committee and Community members may only hold membership of one Committee at any one time
- Minutes of all Committee meetings will be sent to the Council Chairperson for circulation to Council members which is typically done by uploading them to shared folders.

10.1. Office Bearers' Committee

Overall Purpose

To advise Council on the governance of the organisation and to ensure the effective support and guidance to the Leader and Senior Management Team.

Remit

- Provide a “sounding board” for the Leader, linking the strategic vision with operations, building a common vision
- Support effective communications between Council and Management
- Review monthly operations reports, particularly in months where there is no full Council meeting
- Plan calendar of future Council meetings, with regard to the rhythm of Corrymeela and the need for good governance via timely review of policies and risks
- Provide a common vision in order to ensure Council is better informed to improve decision making

Specific Responsibilities

Council Meetings

- Plan, and discuss the draft agenda, for forthcoming Council meetings
- Plan for how key items should be dealt with by Council
- Devise and review, with the Leader, an annual timetable of Council meetings and regular key agenda items

Governance

- Advise Council on governance issues, which are not already under the remit of the Governance and Nominations Committee
- Ensure the governance objectives of the Operational Plan are achieved
- Plan reviews of Council’s governance performance

Office-Bearers

- Help plan for appropriate succession to office-bearer posts within the Memorandum and Articles of association

Leader

- Ensure that the Leader receives supervision and appraisal
- Provide advice appropriate support and feedback, to the Leader as required

Remuneration

- Recommend the general Remuneration Policy to Council
- Periodically review the Remuneration Policy
- Consider input/recommendations provided by the Leader and SMT
- Consider the salary of Leader and SMT members
- Oversee the overall salary framework – detailing the level and structure of remuneration across Corrymeela
- Keep salaries under consideration and conduct and recommend an annual salary review, covering both cost of living, benchmarking and affordability

Other

- Review Personnel Performance Management reports and ensure that any appropriate action arising is undertaken
- Undertake such other tasks as are delegated by Council

Membership

- Office-bearers are elected by Council at the first meeting following the AGM
- The membership of the Committee will be the Chairperson, Vice-chair and Hon. Treasurer
- The Leader will normally be in attendance at Office-bearer meetings
- Other staff members may attend on request
- External Advisors may be asked to attend a meeting on request

Quorum

- The quorum will be two honorary officers

Meetings

It is envisioned that the Office Bearers' Committee will normally meet at least bi-monthly. Use of video or telephone conference facilities may be used to reduce travel time occasionally, but the building and nurturing of close working relationships requires face to face encounter.

Delegated Authority from Council

The Office Bearers' Committee has no additional powers delegated to it from Council, except for those ordinarily already held by its office bearers by nature of their role as Chairperson, Vice-Chairperson and Hon. Treasurer.

Council may delegate a specific task to the Office Bearers' Committee. That task will be recorded in the Council Minutes and the Office Bearers' Committee shall report back to the full Council via email as soon as any action or decision is taken.

Decisions will normally be made by consensus.

Members of the Committee must abide by all relevant policies, and in particular, the Conflict of Interest and Procurement Policy.

Reporting

The Committee will produce Minutes of all meetings which will be initially circulated to its members for comment. The Chair will circulate the Minutes to the full Council as soon as possible.

Review

This committee shall review its procedures periodically and report to Council yearly in March as to its effectiveness with any recommendations for changes.

10.2. Community Life Committee

Overall Purpose

To oversee the membership, pastoral needs, participation and accessibility of opportunity to engage of the Corrymeela Community Members and provisional members.

Some of the things that are areas of our care and interest are:

- The galvanising of community members through Cell Groups, special events, and inclusive initiatives that deepen our faith, our practice of reconciliation and our witness to Corrymeela's purpose
- The celebration of the life of community — through participation, care, prayer and relationships of reconciliation and love
- Community Membership — learning from and supporting the current membership
- Supporting new provisional members
  Increase in opportunities for participation for all — inclusive of age, ability, gender and religious interests
- Finding ways to support Corrymeela's on-going learning at weekends
- Supporting Corrymeela's on-going public voice in matters of faith, politics and reconciliation
- Facilitating the on-going ease of relationships and shared work between those who work for Corrymeela, those who volunteer for Corrymeela and those who are members of Corrymeela
- Overseeing the development of the Charter to improve the relationships and shared work of those who are employed by Corrymeela, those who volunteer for Corrymeela and those who are members
- Finding ways to support training, support, feedback and opportunities for members' involvement at the centre
- Finding ways to facilitate community reflection on the language we use in our statements of faith
- Supporting special projects of the Leader for community witness & relationship

CLC Functioning

- All members have a specific role
- CLC will normally meet monthly
- Minutes of meetings will be shared online, with reports to full Council meetings
- CLC may bring Recommendations or Proposals to Council for decision

CLC Timetable

Week 1	CLC Meeting
Week 2	CLC Minutes sent to participants and tabled with Council papers
Week 2-3	Members working on their areas

Week 3	Secretary sends reminders to people of what the agenda will be for the next CLC meeting
Week 4	Short report and agenda for next CLC goes out
Week 4	Any feedback requested from Council is collated and sent to CLC — either in the report or via the Leader

10.3. Audit & Risk Committee

Overall Purpose

To help protect the charity against theft, fraud and other risks, including operational, financial and reputational risk, by providing assurance that Corrymeela has the appropriate policies, procedures and controls in place and that they are effectively and consistently implemented.

Membership

- Members are appointed to the Audit & Risk Committee by Council on the basis of relevant expertise. There may be members of the Audit & Risk Committee (ARC) who are not members of Council
- Members will be appointed by Council at its first meeting following the AGM
  The Committee will have a maximum of 5 members - at least one of whom should be an accountant. The Hon. Treasurer is a voting member who serves in an ex officio capacity.
- The Leader and Head of Finance and Corporate Services will attend

Meetings

- The ARC will meet at least quarterly. It will meet with the external auditors in May/ June to examine the Key Issues Memorandum (KIM) and any other information which the external auditors wish to draw to the attention of the ARC. It will report to the June meeting of the Board in order to seek ratification of the Annual Report of the Directors and the Annual Accounts
- The Chair of the ARC, the Leader and Head of Finance and Corporate Services will liaise to draw up an agenda. The meeting will be minuted. Minutes will be recorded and approved by the Chair prior to circulation
- The Committee Chair may convene additional meetings if he or she deems it necessary
- The quorum will be 50% of the members of the committee
- The Chair of the Committee may ask other employees of the Charity to attend to assist with discussions on a particular matter

Areas of Responsibility

The Committee will:

- Provide Council with an annual report on its functions

- Ensure that audit and internal control arrangements and the management of risk within the Charity are deemed effective in dealing with the risks which the Charity may face
- Ensure the external auditors have unrestricted access to the organisation, and, when required, to the Committee Chair
- Provide assurance to Council on the strategic processes for risk management, control and governance within Corrymeela and both the adequacy and effectiveness of internal control
- Recommend the appointment of external auditors on a 3-yearly cycle
- Oversee the planned activities of, and reports from, the external auditors
- Review the effectiveness of the external audit function
- Recommend the termination of the contract with the external auditors if deemed necessary
- Ensure that there is an adequate response from Management to issues identified by audit activity, including the external auditors' recommendations from the Clearance meeting, anti-fraud policies, whistle blowing processes and arrangements for special investigation
- Provide assurance on any documents laid before Council relating to internal control, accounting, auditing and risk management
- Review the Risk register on a quarterly basis and present it to Council
- Review policy, practice and progress regarding investments and make recommendations to Council
  Ensure Policies/Risk Assessments are available and reviewed regularly for all aspects of the organisation's activity

Information

Ensure through the Leader and relevant members of SMT that the following are available to the Committee:

- A Register of Risks and Ratings of Risks identified
- Any subsequent changes to risks and their rating
- Updates on how risks are being managed and any additional action required
- A Financial System Manual and updates to the Manual
- An internal control and risk plan to include update of policies:
  - Health, Safety and Wellbeing
  - Facilities and Security (including IT and data security) ○ Compliance ○ Fraud Prevention ○ Whistleblowing and Risk
- Information regarding the selection, appointment and role of external auditors
- Reports any changes to accounting policies or practices
- The external auditors' report on any other work done during the financial year
- Management's responses to issues identified by external audit activity, including the external auditors' management letter
- Risk assessments related to all the organisation's activities.

10.4. Governance & Nominations Committee

The Committee will consist of three Council members minimum. The Leader and Company Secretary will be in attendance . The Chair of Council, or Council member delegated by the Chair, will chair the committee. The Governance and Nominations Committee will lead the process for appointments to Council and committees and make recommendations to Council.

The role of the Committee is to:

- Carry out a bi- annual Council evaluation to ensure continued good governance, and on this basis recommend a Governance Action Plan to Council
- Oversee arrangements and preparation for the AGM, elections and co-options to Council as required
- Taking into account the challenges and opportunities facing Corrymeela and identifying requisite skills and expertise, identify and nominate, for approval, candidates as required, having due regard for succession planning
- Ensure that on appointment, Council members receive an Induction Pack, setting out clearly what is expected of them, and oversee the delivery of structured Council member training
- Regularly review the structure, size and composition of committees and make recommendations to Council with regard to any changes
- Review the Governance Framework document, and make recommendations for improvement
- Meetings will be minuted and shared online, with reports to Council meetings

The Governance and Nominations Committee will meet as often as required and at least quarterly. The quorum for meetings is 50% of the members.

10.5 Finance Committee

Finance Committee Terms of Reference
Overall Purpose
Financial governance is a responsibility of the Board of Trustees (“Council”). The overall purpose of this Committee is to assist Council in its duty to supervise the broad direction of the Charity’s financial affairs.

Finance Committee Operation
Membership

- Members are appointed to the Finance Committee by Council on the basis of expertise
- The Finance Committee will consist of at least four members and a maximum of six members
    - Hon. Treasurer, who will chair the committee

    - 4 Council / Community Members / external experts
- The Leader and Head of Finance and Corporate Services shall normally be required to attend all meetings of the Finance Committee. Other staff may, at the Chair's request, attend meetings as required.
- Members of the Committee will abide by relevant policies such as Equal Opportunities and Guidance on Conflicts of Interest.

Powers

- The Finance Committee has no formal decision-making authority beyond making recommendations to Council for their final decision.

Meetings

- The Finance Committee will meet at least quarterly, and ideally at least 2 weeks prior to a Council meeting.
- Meetings can be held in person or by teleconferencing.
- Suggested pattern:
    - January/February: 9 month figures
    - May End of year figures & reserves
    - July/August 3 month figures
    - November 6 month figures
    - December/January budget and salaries
- Agenda and papers will be circulated no less than 4 working days in advance of the meeting by email.
- The quorum will be 50% of the members of the committee.
- The meeting will be minuted. Minutes will be recorded and approved by the Chair prior to circulation.

Key Responsibilities

Financial planning and reporting

- To review and challenge, as appropriate, financial budgets and financial plans prepared by management, ensuring that they are compatible with, and support the Community's objects and the strategic plans as approved by Council.
- To monitor and scrutinise periodic financial reports, such as management accounts, key performance indicators, financial summaries and financial forecasts in assessing the financial performance of the organisation, and to ensure that revenue and capital expenditure is not exceeded.
- To review and comment on the annual audited accounts.
- To monitor and review performance of investment portfolios and meet with investment advisors.
- To review and recommend proposals for spend against designated funds.
- To ensure cash flow and liquidity is managed.
- To consider financial implications of proposals for areas of major new strategic development on behalf of Council and make recommendations in respect of their suitability.

- To act as a sounding board and source of advice to the Leader and the Head of Finance on major areas of change, innovation and development.

Financial policies and procedures

- To assist the Audit & Risk Committee to identify the organisation's major financial risks and developing appropriate approaches to risk management.
- To review the organisation's financial policies, including its Reserves Policy and Investment Policy, and comment upon proposed changes before making recommendations to the Audit & Risk Committee.
- To define, with advisers, the organisation's investment strategy, policies and principles and the benchmarks by which they will be measured, for approval by Council.

Income Generation

- To review and discuss income generation that enables the charity to maximise its objectives.
- To review implementation of the organisation's fundraising and supporter engagement strategy, ensuring that fundraising targets are agreed when the budget is set.
- To monitor and scrutinise regular reports on progress towards the fundraising target.

The role of the Committee is to:

- Review the progress on fundraising and income generation and monitor performance against budget regularly
- Review on-going expenditure against budget
- Review and advise Council on all significant developments outside the agreed budget
- Discuss and make recommendations to be considered by Council for budget for following year
- Review staff remuneration on an annual basis and make recommendations to Council for cost of living or other increases

Council may appoint time-limited support or project groups to address specific issues as and when required. Following a proposal from OBG, Council agreed to form an HR Sub-committee of Finance Ctee. This group will oversee HR matters, and will include Office Bearers, Leader, an HR professional to provide specialist advice, and SMT as appropriate.

11. Authorities & Decision-Making Framework

Delegation

Council delegates the day to day running responsibilities for the organisation to the Leader and SMT. Any issues that Council Members have with staff or volunteers carrying out their duties must be taken up with the Leader or a member of the SMT, not the member of staff.

Procurement Policy

At all times any expenditure must follow the approved Corrymeela Procurement Policy which sets out the levels of expenditure that may be exercised by the Leader and the Senior Management Team, together with the framework for decision making under different circumstances (for current Procurement policy, please see **Appendix 3**).

Decision-Making Framework

For clarity of authority, the framework below set out the matters which are reserved matters for Council and provides a clear framework for the distinction between Council governance and the executive management control placed on the Leader and the Senior Management Team.

Corrymeela Scheme of Delegation Rationale

A number of decisions are reserved to Council in line with its responsibilities for:

- ensuring that Corrymeela fulfils its charitable purposes and objectives
- complying with legal responsibilities set out in the Charities Act (Northern Ireland) 2008 including reporting to The Charity Commission for Northern Ireland on its activities, governance and finances on an annual basis
- determining the overall strategic direction of Corrymeela
- monitoring the performance of the Leader and SMT and holding them to account for delivery against plans and budgets
- promoting and protecting Corrymeela's values, integrity, and reputation; and ensuring high standards of governance that command the confidence of Corrymeela's Members, staff and external stakeholders

Principles of Delegation

- In order to maximise efficiency and effectiveness, authority to take decisions should be aligned with the skills and knowledge needed to make relevant judgements
- In order to promote transparency, delegations should be in writing and published
- All decisions taken under delegated authority should be recorded and should be open to audit
- Staff to whom authority to take decisions is delegated must understand what decisions have been delegated to them, the limits of their authority, and that they are accountable for the decisions they make
- The person who delegates responsibility remains accountable for the outcome of the decision or work delegated
- Where a member of staff judges that the decision they are able to make is in some way contentious or sensitive, they should use their judgement and escalate the matter to the next most senior person for advice or decision

The majority of operational decisions are delegated to the Leader in line with his or her responsibilities for managing Corrymeela in accordance with the strategic, planning and budgetary parameters and risk management strategy, as approved by Council.

Escalation to Council

There are some issues on which Council seeks early warning or dialogue, or on which the Leader may seek advice and/or input.

An agreed approach to risk assessment and management is used to identify high risk and or high impact issues or cases that require early flagging and possible escalation to Council.

Escalation ensures that Council is made aware and kept informed of high-risk issues and enables it to explore issues with the Leader and exercise discretion as to whether or not it may need to approve decisions/action formally.

This process may also help to identify any policy issues arising from new, difficult or contentious decisions.

The extent to which the Leader will need to continue to flag/refer issues to Council will be reviewed and may evolve over time as the new governance arrangements become better established.

11.1 Table of Delegated Authority

Subject	Reserved to Council	Delegated to Leader
Corporate Governance	Consideration & approval of the corporate governance framework incl. principles of good governance, delegated powers, standing orders & key financial policies.	Delegation of authority to relevant Corrymeela staff All matters of organisational structure below the Leader and Senior Management team.
Strategy	Determining the overall strategic direction of Corrymeela. Consideration & approval of Corrymeela's Strategic Plan.	Work with the SMT to develop a strategy to present to Council. Once agreed, the Leader has responsibility for its delivery through the organisation and membership.
Partnerships	Consideration & approval of formal strategic partnerships with other organisations.	Recommendations to Council for formal strategic partnerships with other organisations.

Annual Operational Plans & Budget	Consideration & approval of Corrymeela's annual Operational Plan & Budget.	Ownership and preparation of Corrymeela's annual Operational Plan & Budget for consideration and approval by Council ensuring early consultation with Council. Once approved, full ownership rests with the Leader and SMT
Annual Report & Accounts	Approval of the Annual Report & Accounts	Preparation of the Annual Report & Accounts

Performance Management	Approval of arrangements for performance management and consideration of regular Monitoring reports. Specific performance management of Leader through the Chairperson.	Delivery against objectives and the approved Operational Plan and Budget, with variances and corrective action highlighted Informing Council of any significant issues in the operation of Corrymeela.
Risk Management	Approval of Corrymeela's Risk Management Strategy and consideration of reports re audit & risk.	Maintaining a system of internal control and assurance.
Human Resources	Appointment of Leader and Senior Management Team level. Annual salary review; Approval of significant changes to HR strategy & policy including staff terms & conditions of employment; Additional appointments/posts – outside planned budget.	Annual salary review and changes to terms and conditions proposed to Council Staff structure, below SMT level proposed to Council All appointments (within budget) must follow best recruitment procedures.
Monetary Spend	See the Procurement Policy.	See the Procurement Policy.
Communications	Approval of a Communications Strategy.	See the overall Strategic Plan
Marketing	See the Operational Plan.	See the Operational Plan.

Audit	Recommend the appointment of the External Auditors and approve terms of appointment, including fees. Consideration of significant issues arising from the work of the appointed of external auditors.	Responsibility for the management of relationships with internal and external auditors. Report to Council on matters of significance arising from the work of appointed auditors. Organise AGM of members
Council Administration	Approve the cycle of Council meetings, composition agendas and approval of the Minutes of Council meetings.	Ensure that adequate resources are available for the functioning of an effective Council secretariat.
Income Generation	Approval of fundraising and business development strategies.	Responsibility to develop income streams which enable the organisation to become sustainable.

12. Appendices

Appendix 1. Job Description – Leader of Corrymeela

(under review following the Leader's resignation)

Job title:	**Leader of Corrymeela**
Accountable to:	Chairperson and Council (Board of Trustees)
Introduction	The Corrymeela Community is both a Community of Members and a charitable entity. The charity's objects are to be a Christian community of peace and reconciliation by engaging with difference, addressing division and supporting peace and reconciliation in Northern Ireland and beyond. The Corrymeela Community Charter describes how we are together as a community of members, staff, volunteers and supporters and how we do things together. The Corrymeela Community Strategy articulates what we do. The Council, the members of which are charity trustees and company directors, signs off the Charter and the Strategy. The Council holds accountable the Leader and the Senior Management Team, for working closely together to uphold the Charter and deliver the Strategy
Overall purpose:	To lead members, staff and volunteers in the outworking of the

Corrymeela Community's mission, as laid out in the Charter. To ensure that the charity's work is aligned with the mission and operates sustainably to deliver the strategy. To provide effective line management to the senior management team and to support them to promote cohesion in their teams.

Key responsibilities:

Vision, Mission and Strategy
Discern and articulate the vision and mission for the Corrymeela Community.

Work closely with the Council and the Senior Management Team (SMT) to develop the strategic priorities for the charity and to implement them in line with the Corrymeela Community Charter.

Engage with and inform members, staff and volunteers of the strategic direction and priorities for the charity.

Lead opportunities for Corrymeela to speak into contemporary issues, collaborating with staff, members and volunteers to create public theology based programme work, recurring and ad hoc events.

Finances and Governance
Create and nurture relationships with partners, funding organisations and potential donors to attract funding. Oversee, through the SMT, that income generation and fundraising activities align with the strategy for the charity and the vision for the Corrymeela Community.

Work closely with Office Bearers and ensure that Council receives sufficient and timely information and advice to enable them to make informed decisions. As appropriate, attend or contribute to the work of the Finance Committee, Audit and Risk Committee, Governance and Nominations Committee and Community Life Committee.

Ensure, through the Head of Finance and Corporate Services that financial planning and reporting supports good decision making and risk mitigation for the long-term sustainability of the charity. Oversee the SMT to identify, report and take action to mitigate major risks to the charity.

On behalf of Council, who are Company Directors and Trustees, hold the Head of Finance and Corporate Services accountable for timely and accurate submission of statutory returns.

Oversee the work of the SMT in the ongoing development and implementation of compliance policies and procedures, including health and safety, GDPR, HR and safeguarding.

Oversee the financial contributions of members and donors, through regular giving and legacies and ensure that the intentions of all gifts and legacies are honoured.

Marketing, Public Engagement and Communication

Ensure that internal communication is effective, using regular meetings and other channels as appropriate to support good collaboration and member, staff and volunteer wellbeing.

Develop strategic alliances with senior people in government, policy makers and partner organisations and act as an ambassador to strengthen the work and witness of Corrymeela locally and globally.

Act as media spokesperson for the Corrymeela Community and provide content to engage the wider Corrymeela Community Friends and supporter network eg through social media, writing, speaking engagements and resources.

Ensure that Marketing and Communication resources, channels, content and activities optimise the profile and reputation of the charity and reflect the ethos of relational peacebuilding.

Operational Responsibilities

Work closely with the SMT to ensure that the Charter is at the heart of all programme work, life at the centre and the practices and policies that support us as a community of reconciliation and a sustainable charity.

Support SMT to report on strategic priorities and delivery of the operational plan.

Oversee through SMT that the Ballycastle Centre and Belfast office have the right structure, people, resources and policies in place.

Ensure that members are informed and supported to work safely, effectively and collaboratively with staff, facilitators, volunteers and guests.

Oversee the development and application of good practice across the charity, particularly in relation to becoming a Trauma Informed organisation, use of reflective practice, and the rhythms of living in community.

Oversee worship and worship resources at the Centre.

Plan and host Community Weekends

Other Responsibilities

Other responsibilities may be assigned by the Chair of Council from time to time as the needs of the organisation evolve.

The Council will agree a set of priorities against which the Leader will be held accountable, reporting to Council through the Chair.

Flexible Work Patterns

It is the nature of the work of Corrymeela that tasks and responsibilities are unpredictable and varied. All staff are required to work in a flexible way to meet the needs of the organisation. For the Leader this will include residential periods at the Centre, a visible presence in Belfast and time away from home representing Corrymeela.

Appendix 2: Procurement Policy

Procurement Policy

Most purchases through the Corrymeela are financed from either publicly provided donations or grant funding. Staff are reminded of the need to purchase responsibly, obtaining best value for money and at all times acting within their delegated authority and recording accurately and fully their transactions.

Procurement must be followed for all payments and must take place in advance of the goods and services being ordered. The table below sets out the procurement control limits:

Estimated Value of Order (Including VAT) £	Number of Written Quotes Required
Up to £500	For goods & services evidence of a price check is not required providing the costs incurred can be considered reasonable.
£500 < £2,000	3 “Price checks” or quotes – print out confirmation of price should be obtained.
£2,000 < £30,000	3 Written Quotes/Tenders. Again in the interests of value for money identify 3 suppliers/service providers.
£30,000 < EC Thresholds	Publicly advertised open or restricted tender competition

Clear detailed specifications should be drawn up by the relevant employee or budget holder, to facilitate a like for like comparison, and a business case as to the purpose or need for the purchase.

Such order value levels are for complete items or groups of items and may not be broken down to come under the relevant limit.

For regular goods and services the value should be the estimated spend for one year.

For contracts or leases the value should be the total for the term of the agreement. If the contract, lease or agreement is over one year it will require authorisation in line with the single tender action approval.

The quotes should be summarised on the Procurement Summary form supported by the written quotes and duly authorised as per the Levels of Authority and passed to finance for filing with the invoice.

A quotation other than the lowest may be accepted, but all such cases must be approved in writing by the Leader or Head of Finance and Corporate Services, and if over £10,000

reported to the Finance Committee, with reasons for the decision, to be reviewed and passed to Council for approval.

Where there is a conflict of interest or perceived conflict of interest in any procurement, you must follow the conflict-of-interest procedure.
The exception to Corrymeela procurement is where a funder has specific requirements that must be adhered to as part of the terms of the funding.

Single Tender Action

In exceptional circumstances where there is only one economic operator with whom negotiations can take place this would be classed as a single tender action. It could be justified in such circumstances where:

1. follow up work is required related to a recent contract and the added value gained from the additional work being given to the same contractor outweighs any potential reduction in price that may be derived from competitive procurement. The follow up work should not be of significant cost, i.e. less than 50% of the original contract.
2. the expertise required is only available from one source. This may be due to exclusive design rights, brands or patents but the specification should be reviewed to ensure that no other product/service would meet user requirements.

A specification will still be required for a single tender action and a full rationale justifying the decision, including the business case.

Estimated Value of Order (Including VAT) £	Approval required
Up to £2,000	Leader & Head of Finance & Corporate Services
£2,000 > £10,000	Treasurer & Chair or Vice Chair
> £10,000	Council

Levels of Authority

Expenditure on revenue or capital items within agreed budgets can be authorised as follows:

Budget holders	up to £1,000
Department Heads	up to £5,000
Leader	up to £10,000
Chair / Treasurer	up to £15,000
Council	Unlimited

Such expenditure levels are for complete items or groups of items and may not be broken down to come under the relevant limit.

Expenditure outside agreed budgets can be requested by the Leader and be authorised as follows:

- The expenditure outside agreed budgets will only be considered in an emergency situation, for example, when there has been a failure of essential equipment or an urgent compliance request with legislative terms.

Two from the following: Chair, Treasurer or Trustee	up to £10,000
Council	Unlimited

Appendix 3: Corrymeela Community Charter

The Corrymeela Community Charter

Leadership of Corrymeela is shared by the Council, the Leader of the Community, and the Senior Management Team. In this shared leadership model, we hold each other accountable to our shared purposes. We have adopted the Corrymeela Community Charter as a work in progress to assist us in resolving issues and to serve as a reference point for our governance.

Who We Are

We are community members, staff, volunteers and partners who together 'engage with difference, heal division and support peace and reconciliation in Northern Ireland and beyond.'*

Membership in The Corrymeela Community is open to people of all backgrounds, including staff. Members 'journey together towards reconciliation, seeking guidance from the teachings of Jesus, the wisdom of other traditions and the lessons of our encounters.'** The membership elects a Council, which appoints the Community's Leader. *The membership through the Council holds responsibility for the charity.*

The *staff*, headed by the Senior Management Team and the Leader carries out tasks and undertakes particular responsibilities identified by Council that are consistent with the community's commitment to reconciliation. Staff are key leaders on programme and in Corrymeela's life at the centre and elsewhere. Staff do not carry the burden of delivering results on their own. They are accompanied in all they do with respectful support from the membership and appropriate collaboration with members and other volunteers.

Staff, members and *volunteers* shape community at our centre and through our activities. Whether they come to live residentially for a year or join for shorter periods of time, volunteers offer us a renewed sense of community, expand our horizons and challenge our complacency.

Partners add to Corrymeela's life as a community as they join in, co-create or support our activities.

Our structures, plans and policies, including our shared leadership model, grow from the members' commitment to reconciliation and ensure that we fulfil our obligations as a Christian charity where we work together with clear roles and responsibilities. We are a constantly changing community; our shared purpose holds us together. Members, staff, volunteers and partners shape our programme work and our life together through ongoing collaboration. It is our different relationships, expertise and experiences that allow us to make and remake community in all that we do.

What We Do

Corrymeela is committed to reconciliation through community. Our programmes, our centre, and our life together provide time and space for people of many backgrounds to meet and to nurture relationships that connect us to our shared humanity. We learn how our differences enrich our lives as we share our experiences and disagreements, and contribute together to a more cohesive and peaceful society.

Why We Do It

Our society has been scarred by violent conflict, and our culture is shaped by forces such as consumerism, political dysfunction, zero-sum models of success, the realities of the climate crisis – and our tendency to divide 'them' from 'us'. An open community of faith that prioritises '*justice, mutual respect, the participation of all, concern for the vulnerable and stranger, stewardship of resources and care for creation*' provides a clear public benefit.

By welcoming the challenges and joys of difference, we have gained a greater understanding of ourselves, others and the Divine, and have come to know that a future where we live well together is possible.

How We Do It

We can only offer a sense of community as members, staff, volunteers and others live out:

Welcome: a generous and mutual hospitality based on compassion and empathy;

Respect: the recognition of each other's worth and openness to each other's experiences;

Courage: honesty to look at the world and ourselves so that change can begin from within;

Collaboration: a commitment to working as partners in achieving our ends;

Hope: faith that we can move closer to a future where we all live and work well together.

Our rhythms and behaviours aid our sense of community, leading us to be generous with each other and to those we encounter; listen to understand others' perspectives; agree to be held

accountable in appropriate and supportive ways; respect those in leadership roles while challenging any misuse of power; accept that change starts with ourselves; and allow everyone the freedom to fail and start over.

Because conflict arises between us as human beings, we commit to practices of reconciliation following Jesus's teachings. We try to engage directly one on one and to seek an informal mediated conversation before escalating further. We assume everyone is making decisions with the best intentions and that we have something to learn from them in resolving our misunderstanding. We look to find solutions together rather than to judge or to assign blame.

We Know We're Doing It Right When:

Being in community brings a sense of joy, security and purpose.

In the community we hope to be a part of:

We catch glimpses of a future where everyone belongs.

We respect our policies and procedures because we need them to keep everybody safe.

We seek ways to ensure everyone's view is valued even when we do not agree with a decision.

We offer apology and forgiveness to one another when we get it wrong.

We are open to more people and receive more support because the difference we make together is undeniable.

We understand each other better and we trust each other more.

We will seek to collaborate with members, staff and volunteers to improve this Charter in both its language and implementation. The Community Life Committee will review the Charter annually, enabling Council to address how it is working as a living element for supporting our life together and as an aide for our mutual accountability.

* *from the Articles of Association of the Corrymeela Community*

*** from 'The Journey We Continue'* (see above)