

Irish Development Education Association (IDEA) C.L.G.

Annual Report and Audited Financial Statements 2024



IDEA
IRISH DEVELOPMENT
EDUCATION ASSOCIATION



This report is funded by Irish Aid at the Department of Foreign Affairs. Irish Aid is the Government's overseas development programme which supports partners working in some of the world's poorest countries. Irish Aid also supports global citizenship education in Ireland to encourage learning and public engagement with global issues. The ideas, opinions and comments herein are entirely the responsibility of IDEA and do not necessarily represent or reflect DFA policy.

Front cover: Illustration by Hazel Hurley from IDEA's Annual Conference 2024.

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IDEA members pictured at the IDEA events in 2024 including the Annual Conference and an IDEA Code Network meeting.

Organisation Information

Trustees:

- Bobby McCormack (Chairperson) (Appointed 7 June 2024)
- Cara Ryan (Vice-Chair)
- Pierre Yimbog (Company Secretary)
- Martina Ryan-Doyle (Treasurer)
- Fiona Duignan
- Ben Mallon (Resigned 7 June 2024)
- Ponke Danker (Appointed 7 June 2024)
- Claire Glavey
- Daniel Meister
- Vikki Brennan (Resigned 26 June 2024)
- Jennifer Gannon (Appointed 7 June 2024)
- Mary Coogan (Appointed 7 June 2024)

National Council Subcommittees Governance and Finance Subcommittee:

- Pierre Yimbog (Convenor) (Appointed 7 June 2024)
- Martina Ryan-Doyle
- Ponke Danker
- Bobby McCormack
- Ruairí McKiernan
- Elaine Mahon
- Sal Healy
- Ben Mallon (Resigned 7 June 2024)
- Vikki Brennan (Resigned 26 June 2024)

Nominations and Remuneration Subcommittee:

- Cara Ryan (Convenor)
- Frank Geary
- Elaine Mahon
- Ruairí McKiernan
- Claire Glavey

Company Secretary: Pierre Yimbog

Charity Number: 16504

Charities Regulatory Authority Number:
20144517

Company Registration Number: 435218

Registered Office and Principal Address:
6 Gardiner Row, Dublin 1

Registered Business Name:
Irish Development Education Association (IDEA)
Company Limited by Guarantee

Auditors:

Baker Tilly Ireland Audit Limited
Chartered Certified Accountants and Statutory
Audit Firm
9 Exchange Place
International Financial Services Centre Dublin 1

Principal Bankers:

AIB Bank, 126/128 Capel Street, Dublin 1

Solicitors:

AOC Solicitors, 19-22 Lower Baggot Street Dublin 2

The Directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the period ended 31 December 2024.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and the Statement of Recommended Practice Charities SORP (effective January 2019) in accordance with FRS 102.

The organisation has implemented its recommendations where relevant in these financial statements.



Letter from the Chair



2024 was a hugely significant year for IDEA, marking 20 years since its foundation. This milestone offered an opportunity to reflect on the collective contributions of so many- the founders, past and present National Council (NC) members and staff, and most importantly, our valued members who are our reason for being. It has also been a year of transition, reflection, and preparing for the future.

This year we said goodbye to Frank Geary, who stepped down as Director after 11 years of service. Frank's leadership has played an important role in IDEA's growth and development during a time of great change for the sector. On behalf of the NC and the wider IDEA community, I want to sincerely thank Frank for his commitment over the years and wish him the very best in the next chapter of his journey.

I also want to express my gratitude to Vikki Brennan, who stepped down as Chair earlier this year, and to Ben Mallon, who also completed his term on the NC. Vikki's warm and steady guidance as Chair, and Ben's significant contributions as an NC member, have been key to shaping IDEA's work in recent years.

During this period of change, Cara Ryan stepped in as Interim Chair. Her thoughtful and considered leadership ensured the organisation stayed on track during a busy and challenging period. Cara played a critical role in supporting the interim leadership team of Elaine Mahon and Sal Healy, who together with the staff team, enabled IDEA to deliver an ambitious programme of activities while also creating a new five-year strategic plan to guide the organisation's future.

We were also pleased to welcome new NC members this year: Ponke Danker, Mary Coogan, and Jenny Gannon, alongside myself. Each brings valuable skills, insights, and energy to the table, and I look forward to working with them to support IDEA's important work.

In late October, we welcomed Ruairí McKiernan as IDEA's new CEO. Ruairí brings 25 years of invaluable experience in non-profit leadership and advocacy, as well as a deep understanding of IDEA's mission and values. Ruairí has already begun shaping the next chapter of IDEA's story, working closely with the staff, NC, and members to ensure the organisation is well-positioned for the challenges and opportunities ahead.

Despite challenges during this transitional period, including temporary reductions in team capacity, the organisation delivered an impressive programme of activities.

From supporting members' work through training and resources to advocating for the critical importance of Global Citizenship Education in Irish society, IDEA continues to play an important leadership role in advancing education for a fairer and more sustainable world.

At the heart of all of this are our members. Their engagement, contributions, and passion are what make IDEA so effective. Whether through participation in working groups, events, or advocacy efforts, members bring a richness and diversity to the organisation that drives its success.

As we look ahead, we recognise the considerable challenges that lie ahead - adapting to an evolving socio-political landscape, and addressing the complex global issues we all face, while also navigating funding pressures and challenges. However, IDEA is well-positioned to respond. With

robust governance, management, and operational systems, coupled with a renewed sense of purpose and determination, the organisation stands strong. This strength is further supported by a dedicated National Council (NC), a talented and committed staff team, and a vibrant, growing membership. From this foundation, we will continue to listen, grow, and strengthen our organisation, serve our members, and advance the critical work of Global Citizenship Education (GCE) in society.

Reflecting on our 20th anniversary in 2024 is a reminder of what has been achieved through collaboration and collective effort. It is a testimony to strength in community, something that is essential for the road ahead. *Ní neart go cur le chéile* (There's no strength without unity).

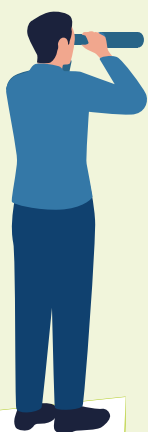
I am honoured to serve as Chairperson at this pivotal time and look forward to working alongside all of you to ensure IDEA thrives in the years to come.



Pierre Yimbog, IDEA Company Secretary and Dr. Lilian Nwanze-Akobo, Maynooth University pictured at the IDEA Annual Conference 2024.

Thank you to our members, funders, and partners for your continued support. Together, we can continue to champion the vital role of Global Citizenship Education in creating a better world for all.

Bobby McCormack
Chairperson



“As we look ahead, we recognise the considerable challenges that lie ahead - adapting to an evolving socio-political landscape, and addressing the complex global issues we all face, while also navigating funding pressures and challenges.”

CEO's Statement



Looking back on 2024, IDEA made significant progress, yet global events underscored the urgency of our work. Wars in Gaza, Lebanon, Sudan, Ukraine, Yemen, and beyond fuelled humanitarian crises, while the climate emergency continued to accelerate, disproportionately affecting vulnerable communities. Democracy came under increasing threat as militarism and attacks on international law strengthened authoritarianism. Economic inequality, displacement, and rapid technological shifts deepened societal divisions, while global governance struggled to respond. These challenges were not distant- they were felt here in Ireland, reinforcing the vital need to “think global, act local.”

In these turbulent times, Paulo Freire's words resonate deeply: *'The pursuit of full humanity, however, cannot be carried out in isolation or individualism, but only in fellowship and solidarity.'* This ethos of solidarity and collective action lies at the heart of Development Education (DE) and Global Citizenship Education (GCE).

Since stepping into the role of CEO in October, I have witnessed this ethos in action every day. It is a privilege to witness firsthand the work being carried out by IDEA's members and partners. From integrating GCE into classrooms and communities to delivering climate justice workshops, tackling misinformation, and advocating systemic change, our members are at the forefront of transformative education for turbulent times.

In 2024, IDEA was more active than ever. We celebrated our 20th anniversary with a sector-wide reflection and a highly attended annual conference, marking two decades of progress in DE and GCE. Our 2024-2029 Strategic Plan was developed to provide a strong foundation for the years ahead, while governance was further strengthened with new National Council members. Membership engagement remained robust, with high retention rates and strong participation in IDEA's Code of Good Practice,

which expanded to 53 active members. Working groups continued to play a vital role in our network. In response to the outcry surrounding the genocide in Gaza, we established the Development Education on Palestine Working Group, strengthening IDEA's ability to engage with and act on issues of critical importance to our members.

Capacity-building efforts expanded significantly, with Knowledge Share sessions, a new webinar series on pressing global issues, and training courses on topics such as racial justice. We ran our first residential Innovation Lab, fostering creativity and new approaches to GCE, and released the second edition of *The Catalyst* magazine to amplify members' impact stories. Internationally, IDEA deepened collaboration through a new Erasmus+ partnership with LAPAS, the Latvian Platform for Development Cooperation, to create a Global Citizenship Education Code of Good Practice & Community of Practice project for 2025.

Our advocacy efforts were far-reaching: we engaged 194 political representatives on pre-budget submissions, secured 47 general election candidate pledges- 22 of whom were elected- and submitted nine policy recommendations that influenced curriculum reform and the Irish

Aid GCE Strategy. Communications and digital engagement grew significantly, with website engagement rising by 72% and social media reach expanding by 37%. IDEA's role in national and international forums was also strengthened during the year. We played a significant role in numerous national and European networks, coalitions, and working groups and presented at the *Shaping Tomorrow through Global Education* Conference in Budapest. We advanced cross-border collaboration through participation in a European civil society leadership forum at the Corrymeela Centre and secured funding for a new project from the Shared Island Civic Society Fund alongside Dóchas and CADA.

Yet, 2024 also brought significant challenges. IDEA successfully navigated a challenging leadership transition period and staffing gaps. Funding constraints were another pressing issue, with reductions in expected levels of support affecting many organisations across the sector. Meanwhile, the rise of far-right extremism and increasing global crises posed additional challenges, requiring IDEA to adapt and strengthen its advocacy and engagement strategies.

Financial risk management remained a priority as we worked to mitigate the uncertainties surrounding funding and to build organisational resilience in a rapidly shifting landscape.

As I reflect on 2024, I want to acknowledge the many individuals who have shaped IDEA's journey. Frank Geary leaves behind a powerful legacy after 11 years of leadership, and Elaine Mahon and Sal Healy provided invaluable guidance during a period of transition, ensuring stability and continuity. Our National Council played a crucial leadership role, and our staff team, strengthened by the arrival of Leigh Brady as Policy and Advocacy Manager and Áine Boyle as Code Support Officer, brought fresh energy, expertise, and dedication to IDEA's mission.

Looking ahead, IDEA stands ready to face the challenges of this defining time. As an organisation deeply rooted in education, solidarity, and justice, we are uniquely positioned to play a major role in addressing the urgent crises of our time. In the coming years, we will deepen our support for members, amplify the collective voice of DE and GCE, and foster space where innovation, collaboration, and advocacy thrive. This will involve strengthening our internal systems, policies, and structures, expanding our reach through communications, advocacy, partnerships, and fundraising, and ensuring new and diverse voices are welcomed into our membership. We will also develop new mechanisms for member engagement and participation to ensure their voices remain central to our work.

As we move forward, I want to honour the vision and values of IDEA's original founders and the collective efforts of those who have contributed to its remarkable 20-year journey. I am deeply grateful to our staff, National Council, members, funders, and partners who have welcomed me into this role and who continue to invest in the work of Development Education and Global Citizenship Education. Your trust, support, and shared commitment make this work possible. As we step into 2025, we recognise the scale of the challenges ahead and the immense collective power we hold to drive deep and lasting change. The spirit of care, solidarity, and community is alive and well in IDEA, and I look forward to what we can achieve together in the years to come.

Ruairí McKiernan
Chief Executive Officer

Vision, Mission and Objectives

The Irish Development Education Association (IDEA) is the national network for Global Citizenship Education in Ireland and a leading voice for the sector. Established in 2004, IDEA grew out of calls from the Development Education sector for an umbrella body to represent them nationally. Since then, we have been representing members involved in the practice, promotion and advancement of Global Citizenship Education in formal, non-formal and informal settings.

In 2024, we had 104 IDEA members (26 individuals and 78 organisations) from a wide spectrum of civil society and education in Ireland including international development NGOs, formal education from early years through to third level, adult education, youth sector, community development, trade unions, and more. Our members engage hundreds of thousands of people across all ages and communities throughout the island of Ireland each year and make a vital contribution to IDEA. Together we work to strengthen Global Citizenship Education in Ireland and to raise awareness of its crucial role in achieving an equal, just and sustainable future.

Global Citizenship Education, Development Education, Education for Sustainable Development are all terms used by our members depending on the nature of their work or their areas of specialism. In this report we use the term Global Citizenship Education (GCE) to encompass all relevant terms and approaches within the area of education for global citizenship and sustainable development. You will also see the term Development Education used interchangeably with Global Citizenship Education, where that was the term used in a document, activity or by our members.

Global Citizenship Education enables people to explore key issues such as equality, climate justice, racism and human rights, through creative, innovative and interactive approaches. It gives them the opportunity to examine the impact of these issues globally and locally, including how their own lives are affected. It also supports them in considering how their values, choices and actions can exacerbate or mitigate an issue and



in exploring what action they can take to create positive change. As Global Citizenship Education focuses on the interconnectedness of the world, it empowers people to create a more just and sustainable future for everyone.

IDEA is working towards a Global Citizenship Education sector that delivers quality life-long Global Citizenship Education and reaches all of society, including marginalised groups, through formal, nonformal and informal education. It is supported by an active and responsive IDEA network that advances and champions global citizenship and sustainable development by supporting and representing our members' Global Citizenship Education work.

IDEA is governed by our constitution, which outlines our charitable objectives and encompasses our Memorandum and Articles of Association. The IDEA Board, known as our National Council, oversees the strategy and governance of the organisation. The staff team coordinates and supports IDEA's activities. Our members make up the network and play a vital role in shaping and implementing our work.

IDEA's charitable objectives, as laid out in its constitution, are:



To advance and promote Development Education in Ireland and through this advancement in Development Education to improve people's understanding of development issues and achieve greater support for the world's poorest people and for the relief of poverty, inequality and injustice.



To work towards and support the continuing growth of Development Education through providing information and support to development educators so as to enable them to sustain and further advance the strong position of Development Education in Ireland.



To act as a united and unifying body for the promotion and representation of Development Education through facilitating, networking, communication and co-operation between development educators at local, national and international levels and to provide a critical independent voice for development educators.



To develop policies and policy positions at all levels in order to advance the public's understanding of development issues and Development Education.



To contribute to the further development of best practice and research in Development Education.



Our Strategic Goals

2019 – 2023/2024

IDEA's Strategic Plan is the framework for our work towards our vision. 2024 was the last year of IDEA's current strategy as we developed and finalised our 2024-2029 strategic plan. IDEA's Strategy 2019-2023/2024 outlines the key areas of focus for IDEA that have been endorsed by our members and recognises the needs and potential of Global Citizenship Education in Ireland. It also reflects the current crises we face as a society, and the essential role of Global Citizenship Education in responding to these challenges.



Goal 1: Strengthening

Increasing the capacity of the Development Education sector

A Dynamic Hub for Development Education

Connecting Development Education practitioners and facilitating collaboration and exchange of knowledge and good practice.

Capacity Development

Strengthening and expanding members' knowledge, skills and capacity to deliver Development Education and respond to the rapidly changing global context, drawing on international good practice.

Membership

Recruiting, retaining and actively engaging members in the IDEA network to amplify IDEA's voice and ensure ongoing relevance of our work.

IDEA as an Organisation

Ensuring effective governance and operational systems, diversifying our funding and developing the IDEA staff and expertise, to strengthen the organisation's capacity to support its members.



Goal 2: Pioneering

Expanding the space for Development Education and illustrating impact

Innovating

Supporting and promoting innovation to create new cross-sectoral and cross-curricular opportunities for Development Education.

Partnerships and Collaboration

Developing new ways of working through partnership and collaboration to strengthen the impact of Development Education. Connecting the Irish Development Education sector with local, European and global networks.

Illustrating Impact

Showcasing and sharing the positive impact achieved by the Development Education sector in Ireland.



Goal 3: Championing

Building awareness and advocating for the value of Development Education to wider audiences

Communications

Building awareness and being a strong voice for Development Education and global citizenship with wider audiences in Ireland.

Advocacy

Advocating for global citizenship, and the central role of Development Education in achieving the Sustainable Development Goals to national and international policymakers.

Our Key Activities

Capacity Development

- Managing, coordinating and supporting members engagement with our Code of Good Practice for Development Education.
- Running training and events to increase knowledge and skills and support organisational management.
- Facilitating knowledge sharing between members and creating space for members to share their learning and collaborate on common issues.

Pioneering

- Promoting the impact of our members' work to wider audiences and celebrating their achievements. Supporting our sector in measuring and articulating the impact of Global Citizenship Education in Ireland. Supporting members' research on the impact of Global Citizenship Education in Ireland.
- Fostering innovation in our approach to Global Citizenship Education, supporting our members in developing innovative practices and promoting their work in this area.
- Supporting members on ways of looking at cross-sectoral and intra-network partnerships and collaboration and providing support to strengthen their partnership work.



Policy Development and Advocacy Coordination

- Being a strong representative voice on policy and advocacy matters related to Global Citizenship Education and representing the sector with policy makers at national and international level.
- Preparing policy submissions on behalf of our members, facilitating their input, and supporting them with their policy submissions.
- Building capacity of our members to engage in policy and advocacy activities by providing training, policy analysis and co-ordinating shared actions on areas of interest to the Global Citizenship Education sector.
- Working closely with other national and international networks on policy development and advocacy. Raising awareness of Global Citizenship Education and our members' work.
- Promoting our members work with stakeholders outside our sector.
- Raising awareness of Global Citizenship Education with new audiences.
- Representing the sector in public forums at national and international level.



Operating Context



IDEA's work in 2024 has been ongoing against a backdrop of accelerating global crises, political elections, increasing far-right rhetoric and a heightened sense of the importance of Global Citizenship Education in Ireland.

The violence, war and subsequent genocide that erupted in Israel and Gaza from late 2023 onwards, has dominated much of 2024. Ireland recognised Palestine as a sovereign and independent state in May 2024 - a move which demonstrated the importance of Ireland's voice on the world stage. This reflected the groundswell of public outrage against the war in Gaza and the ongoing illegal occupation of the Palestinian Territories. Many IDEA members helped lead public education and debate on the issues and to push for stronger action to protect Palestinians and uphold international law in the region. The establishment of IDEA's new Palestine Working Group highlights the high priority of this issue among our members.

The local and European elections, which took place in Ireland and across Europe in June 2024 were a significant part of this year for IDEA and many of our members, particularly for IDEA's advocacy work. Likewise, Ireland's subsequent general election dominated much of our advocacy work towards the end of 2024. Throughout the year much of IDEA's work included supporting our members to engage with candidates and political representatives. We were also working through coalitions and the GCE network to influence candidates and highlight GCE within political manifestos and among newly elected officials.

The need for Global Citizenship Education has rarely been more acute. Achieving the potential for GCE as outlined in (the soon to be updated) Vision 2025, has rarely been more important. There is huge potential for Global Citizenship Education to play a central and essential role in tackling current crises and the rise of far-right extremism. However, capacity constraints within the sector and the resourcing of IDEA members pose a considerable challenge. There is both a clear need to scale up Global Citizenship Education in Ireland and huge potential to build on the excellence and good practice of IDEA members' work. Increased investment is required to realise the enormous potential of Global Citizenship Education in Ireland by expanding areas of activity and by addressing capacity constraints.

Irish Aid's soon to be revised Global Citizenship Education Strategy 2021 – 2025 continues to be an important influence on our work and that of the sector. This sets out a strategy for "increased reach, accessibility, quality and effectiveness of Global Citizenship Education in Ireland". To achieve it will require a significant scaling up for our sector. ESD to 2030, the Government of Ireland's Second National Strategy on Education for Sustainable Development, which launched in 2022, is significantly influencing the policy context for our work.

However, the reality facing many IDEA members and Irish Aid Strategic Partners towards the end of 2024 was the reduction in expected levels of funding being experienced by many organisations across the GCE sector. Funding and resources remain a critical issue at a time when Irish society has been more uncertain and divided than ever before.

Achievements and Performance

IDEA's work programme for 2024 focused on achieving the aims of the IDEA Strategy — 'Strengthening' Global Citizenship Education in Ireland, creating opportunities for 'Pioneering' activity to expand the space for Global Citizenship Education, and 'Championing' the work of our members. The work programme was based on a five-year Strategic Partnership with Irish Aid running from 2022 – 2026.

Our programme is designed to build towards achieving our strategic objectives each year. It has been informed by what we achieved and our learnings from our previous programmes. Supporting this, we have developed a detailed results framework with key performance indicators and targets that inform our work.

IDEA's previous Strategic Partnerships with Irish Aid have enabled us to strengthen the Global Citizenship Education sector in Ireland and to enhance our support for a dynamic and engaged sector.

IDEA's Strategic Partnership with Irish Aid for 2022 – 2026 is designed to:

- Align with the IDEA Strategy and our aims of Strengthening, Pioneering and Championing Global Citizenship Education in Ireland.
- Build on the successes and key learning from the previous Strategic Partnerships.
- Support our sector to deliver the Irish Aid Global Citizenship Education Strategy. This five-year programme is based on work with the IDEA National Council, members and staff team, reviewing our strategy, evaluating our previous Strategic Partnership programme, and conducting a needs analysis of our members.

Goal 1: Strengthening



Increasing the capacity of the Global Citizenship Education sector has been an important area of focus for IDEA since our establishment in 2004. This includes building a strong membership, creating a dynamic hub for Global Citizenship Education, capacity development in the form of training and events, and supporting good practice through our IDEA Code of Good Practice.

A Dynamic Hub for Development Education

Knowledge Share

Last year IDEA facilitated collaboration and connections between GCE practitioners through our popular summer online series, Knowledge Shares. IDEA's Knowledge Shares, are a weekly online learning series led by an IDEA member, sharing their experience, learning and success on a particular area of their work. These sessions provided a platform for members to share valuable insights, best practices, and innovative approaches for mutual learning.

- 9 knowledge share sessions were held, with a total attendance of 112 people. In 2024, the number of participants more than doubled compared to 61 participants in 2023. Through these collaborative efforts, we continue to build a stronger, more informed, and more connected network committed to Global Citizenship Education.

“Summer knowledge share series is a great idea - one of our team delivered one on ECCE and as a result made a connection with a Montessori network to deliver CPD with their members.”

Annual Members' Survey 2024



“The working groups and knowledge-sharing sessions have been instrumental in helping us implement our programme and align it more effectively with our organisational values. The Knowledge Shares provided us with valuable insights and tools to embed a stronger practice. The collaborative discussions and shared resources allowed us to refine our approaches, ensuring that our initiatives are not only impactful but also consistent with the values of sustainability and justice that underpin our work. This collective learning environment across knowledge shares and working groups has enhanced our capacity to implement effectively.”

Annual Members' Survey 2024

Working Groups

IDEA now has the following four member-led working groups; the Formal Education Working Group, Quality and Impact Working Group, Adult and Community Education Working Group, and Development Education on Palestine Working Group, which provide an important space for IDEA members to communicate and engage with one another about their work and to collaborate on issues relating to the focus of the working group.

- The Development Education on Palestine group is the newest working group in IDEA, it was established in 2024, finalised its Terms of Reference and held its first meeting in October.
- The Formal Education Working Group and the Adult and Community Education Working Group completed their submissions for the mid-term review of the Irish Aid Global Citizenship Education Strategy.
- The Formal Education Working Group prepared and submitted four proposals to the National Council for Curriculum and Assessment (NCCA), covering three new Leaving Certificate subjects (Drama, Theatre and Film, Business Studies, and Climate Action and Sustainable Development. The group prepared combined submission on five revised primary school specifications (Wellbeing, Arts Education, Social and Environmental Education, Primary Language including Modern Foreign Languages, and Science, Technology and Engineering Education). All submissions aimed to ensure that GCE priorities are systematically integrated into all curriculum developments. The Quality and Impact Working Group hosted a presentation on the work of Dr. Hilary Tierney and the Measuring Impact of Youth Organisations Project.



Mdahyelya Bassi pictured facilitating 'Racial Justice' training for IDEA members in autumn 2024.

“The setting up of the DE on Palestine Working Group was an example of IDEA's active, responsive, supportive approach to members' work...”

Annual Members' Survey 2024





IDEA members pictured at the IDEA Annual Conference 2024.

Capacity Development

Training for Members

For the first time this year, we conducted a webinar series entitled “Exploring Contemporary Issues through Global Citizenship Education” on the themes of the war in Gaza, the rise of a far-right narrative, greenwashing, and the interconnectedness of contemporary global challenges. With the scale of global and local developments Global Citizenship Education educators face many demands and pressure. For our educators and it is crucial to stay informed and up to date. This webinar series provided quality information and opportunities for our members to develop new skills and increase their confidence in addressing those issues in their practice. 107 people in total attended our webinars, and the recordings of the webinars on YouTube got 526 views.

“Learned some new resources and prompted a different way of thinking about certain language”



“Now I feel more confident sharing the right information if I have to.”

“I have better sense of where different actions fit within a broader plan”

Annual Members' Survey 2024

“Useful frameworks shared in presentation that I will explore.”



“Accessible, interesting speakers. Dynamic introductions and facilitation. Super discussion by frontline practioners. Lovely inviting open space created by all.”

Annual Members' Survey 2024

“I thought it was a really strong session, was very interested in all of the content put forward by the presenters.”



“With extra knowledge I am more confident to address the issue”

Annual Members' Survey 2024

“It has offered me a new approach to discussing the topic using the language of international law which I am not as familiar and comfortable with”



Annual Members' Survey 2024

In 2024 we hosted two in-person training courses for our members. The first, a three-part training workshop on the basic principles and concepts of Global Citizenship Education delivery, in collaboration with Concern Worldwide. The second, a two-day interactive in-person workshop on racial justice: examining racial equity, philanthropy, migration, and decolonisation, within both global and Irish contexts for our Global Citizenship Education work. This training followed the overwhelmingly positive response to the 'Decolonising Justice' workshop held at the IDEA annual conference in September.

Our training supports up-to-date knowledge and skills sharing within the Development Education sector, enabling IDEA members to access skills that embody the latest thinking in global citizenship and education. 38 people attended our in-person training this year. In our post event surveys from IDEA's trainings (online and in-person), members provided 62 practical examples of how IDEA events supported them and increased their capacity, knowledge and skills.

"I have a deeper understanding of the theory behind my practice!"



"I am really new to the subject, I learnt a lot"

Annual Members' Survey 2024

"Amazing course- everyone should take part in the same training- especially people who are less open about the topic than the people in the room."



"I learnt the different perspectives that brought out the higher level of understanding of global issues"

Annual Members' Survey 2024

"This was my introduction to GCE and I realised that I have a lot of re-learning to do compared to what I learned in school and society growing up."



"I have more confidence in designing a workshop using a GCE approach and principles as well as facilitating activities."

Annual Members' Survey 2024

"I used some of the facilitation tips and tricks in workshops since and they have been really successful"



"I have better ideas of activities for a workshop"

Annual Members' Survey 2024



IDEA members participating in a workshop at the IDEA Annual Conference in 2024.

Support to Organisational Management

In 2024 we continued to support members to strengthen their organisations around funding applications and reporting. We held an online grants clinic to support members with detailed funding application forms and answer any questions. We also focused on building capacity to create Results Frameworks for Global Citizenship Education projects. We have a toolkit in our resource bank for members and this year we supplemented our resources with a recording of an 'Introduction to Results Frameworks Webinar' (now available permanently for members) <https://www.ideaonline.ie/measuring-results>. We also delivered a live online workshop 'Improving your Results Frameworks'. We supported 46 members in 2024 through our online workshops or through direct tailored support. This far exceeded our estimate, which had been to support 20 members in 2024.

"A fantastic session that has saved me a huge amount of time and stress!"

Post-event survey, participant feedback



"Good, insightful session which is so needed for this kind of thing. Two voices of experience offering great practical advice."

Post-event survey, participant feedback



IDEA's 20th Anniversary

2024 marked 20 years since IDEA's establishment as a network for DE in Ireland. We decided to recognise this milestone at our annual conference in September. This one-day event featured speakers, workshops, and opportunities to network. 116 people attended the events, and many others caught up with the discussions of the day on our Youtube channels. Keynote and panel speakers collected 322 views in total. With a diverse range of 12 speakers and facilitators, including our members, we celebrated our shared history as a sector, explored our present context, and envisioned the future for GCE we wished to create together. Our conferences are a unique opportunity to motivate members, strengthen our network and recognise the accomplishments and impact of our work.



IDEA members pictured at an IDEA Code network meeting, in Dublin.

"The whole day allowed lots of space for discussion and to think about some of the big issues facing the sector. It felt like an open, creative and purposeful event."

Annual Members' Survey 2024



"Great to have big picture discussions and reflections and self critique of work and sector, to step back and ask bigger questions, challenge ourselves."

Annual Members' Survey 2024





IDEA members and staff pictured at an IDEA Code network meeting, in Dublin.

IDEA's Code of Good Practice

The Code of Good Practice for Development Education is a quality framework, developed by IDEA members, that articulates how to strengthen good practice across all our Global Citizenship Education work. It's the first of its kind in Ireland and a trailblazer internationally. Launched in 2020, the Code is now the touchstone for good practice in the sector. 2024 is the 5th full year of Code activity and there were a number of key successes this year.

"The code of good practice informs our work and decisions that we make as a team."

(Annual Members Survey, Q11 A25)



- Growth from 47 to 53 active Code members with a 94% retention rate since we first launched in early 2020.
- A strong community of practice, with 70% of IDEA's organisational members also carrying out voluntary self-assessments as Code members annually.
- 92% of members attended our two Code network meetings to exchange learning.
- The Code is a tool for mainstreaming GCE in civil society organisations, particularly for organisations where GCE is just one part of their programme for instance international development NGOs, voluntary youth organisations, etc. We aim to gather one example per year of how the Code is helping to embed GCE in such organisations and this year we gathered five examples, which illustrates the success of the Code.

Code of Good Practice Informing IDEA's programme

- We make the evidence and data gathered from our members via the Code useful to the sector by collating and analysing it to identify trends every year. Every second year we do a full in-depth research project to inform IDEA's capacity development programme. The latest data was published in early 2024 with four new initiatives arising including; continuing to focus on anti-racism/decolonial practice in IDEA, training on racial justice, and supporting exchange and learning between Code members, such as 3 member-led workshops at the December Code network meeting.

"We use the Code of Good Practice to support us in identifying gaps in our approach to GCE (areas to improve) and to support us to have ideas for creative and participatory methods for group work."

(Annual Members Survey, Q11 A9)

International Sharing of The Code

- IDEA's Code is pioneering and international peers are looking to replicate our approach and learn from it. In 2024 the work of the Code is featuring in an Erasmus+ project between IDEA and Latvia. In 2025 we will be establishing a Community of Practice between Irish and Latvian GCE practitioners using the Code as a framework to facilitate collaboration and shared learning. It was also presented to an audience of 100 practitioners at a conference in Budapest for development NGOs as part of the Hungarian presidency of the EU.

"The Code of Good Practice is a guiding and reflective tool in the planning of our work plans."

(Annual Members Survey, Q11 A5)



IDEA members and staff pictured at an IDEA Code network meeting, in Dublin.



Membership

In 2024, IDEA proudly counted 104 members as we began the implementation of our new five-year strategic plan. At IDEA, our commitment to fostering sustainable growth and achieving success within our community remains key. This year, we have effectively retained and engaged our members through various programs, achieving an impressive 80% membership renewal rate. We also welcomed a new member who focuses on working with marginalised learners into the IDEA network, meeting our 2024 target in this area. IDEA is committed to actively recruiting new members who work with marginalised groups to join our network. This ongoing commitment is a key focus for our team as we implement our new strategy. 85% of members attended an IDEA training or event in 2024, an increase of 10% on last year. Membership attendance at our AGM and Annual Conference increased by 12% and 9% respectively. 51% of members attended our Annual Conference and 70% of IDEA members are members of IDEA's Code of Good Practice.

IDEA as an Organisation

IDEA embarked on an extensive journey to develop its new strategy for 2024-2029. We engaged consultants from 2into3 to lead this process, which included comprehensive interviews and feedback sessions with our members, staff, National Council, and other key stakeholders. A dedicated steering group, consisting of staff and National Council members, met regularly to guide the strategy's development. After a thorough review, the National Council approved the strategy, which was then presented to our members at the AGM in June 2024. Our team is fully committed to the successful implementation and delivery of this strategy over the next five years.

IDEA experienced several staffing changes in 2024. After 11 years of dedicated service, Frank Geary stepped down as Director in March 2024. We were thrilled to welcome Ruairí McKiernan as our new CEO in October 2024, bringing a wealth of experience in organisational building, advocacy, activism and leadership to guide the implementation of our new strategy.

During the transition, Elaine Mahon admirably stepped up as interim Director, while Sal Healy provided crucial operational support and leadership in the role of interim Assistant Director. Under this interim leadership, IDEA continued to deliver all key outputs as an organisation but also for the members. Notable achievements included finalising the new IDEA strategy, holding our AGM with increased member attendance, and executing IDEA's 20th anniversary conference. This period showcased the IDEA team's agility and flexibility. It demonstrates the team's ability to support one another, take on new responsibilities, and delivery for our members.

"We feel that IDEA facilitates a strong network and community of practice which enables us to access quality CPD for our staff, opportunities to engage in advocacy (internally we are focused on issues such as hunger, poverty and ODA) and pushing us to continuously strive to do better in our GCE work. The space created by IDEA is invaluable."

Annual Members' Survey 2024



"IDEA provides a strong sense of community for the GCE sector, which is somewhat the envy of other staff people in our office! I would consider them a best practice example on facilitating collaboration."

Annual Members' Survey 2024



"IDEA creates a space where all in the sector can meet and share ideas."

Annual Members' Survey 2024



During a year marked by significant changes for the staff, IDEA's National Council also experienced considerable change. Four new members joined the National Council and in September, Bobby McCormack was elected as the new chairperson. The role of chairperson changed hands three times in 2024. Notably, Cara Ryan, served as acting chair (replacing Vikki Brennan) and provided invaluable support to IDEA. She offered clear guidance and strategic direction to the interim leadership team during this transitional period until the appointment of IDEA's new chair, Bobby.

The National Council met eight times during 2024, including a development day and an induction day for the new NC members. These regular meetings were crucial in addressing the staff's needs during a time of significant change, providing a platform to effectively tackle emerging issues and enabling the organisation to move forward.

Our monitoring and evaluation systems continue to track progress against IDEA's overall goal and three key aims, as set out in our Results Framework. Our evaluation tools not only measure satisfaction levels but also capture specific examples of how IDEA interventions have led to stronger practices and structures in the sector. In 2024 IDEA's mid-term review of our Strategic Partnership programme with Irish Aid was completed- Summer 2024. A final report will be compiled and shared with Irish Aid in January 2025. This will ensure tracking of progress and allow for the identification of any challenges, allowing time to mitigate and adapt.

"It must also be noted that during the transition between CEOs, the work continued to the highest standards and support of members did not diminish in any way."

Annual Members' Survey 2024



"It has been a tricky year for IDEA. All considered, I think the outputs delivered in that context is very impressive."

Annual Members' Survey 2024



"We know 2024 has been a difficult year for IDEA - and despite this, we felt supported and that sector was very well represented by IDEA."

Annual Members' Survey 2024



"Communication and individual support given by IDEA and their staff is always second to none."

Annual Members' Survey 2024



Our evaluation tools not only measure satisfaction levels but also capture specific examples of how IDEA interventions have led to stronger practices and structures in the sector.

Goal 2: Pioneering



IDEA's Pioneering work aims to expand the space for Global Citizenship Education, through innovation, illustrating impact and supporting partnerships. Our goal is to create a space where we and our members can try new approaches, experiment, take risks, and learn from our failures as well as our successes.

Innovating

In 2024 we held our first residential 'Innovation Lab'. We created a space where members brought their ideas for projects, trying out new planning and design methods using creativity and innovation. Creativity was used for a clear vision of an impactful project, and innovation for making this vision a reality. Participants worked in teams on their ideas from start to end with the support of expert trainers. They learned through group exchange in a welcoming and inspiring setting. 5 teams came out of the training with an early project design; proofed and built through group feedback, along with new approaches in designing innovative projects they can apply to their workplace.

"The practical approaches that were used throughout the two days will be so effective in our team but also when creating resources."

Annual Members' Survey 2024



"The methods were very practical and I feel many could be adapted to use with our own team but also many of our stakeholders."

Annual Members' Survey 2024



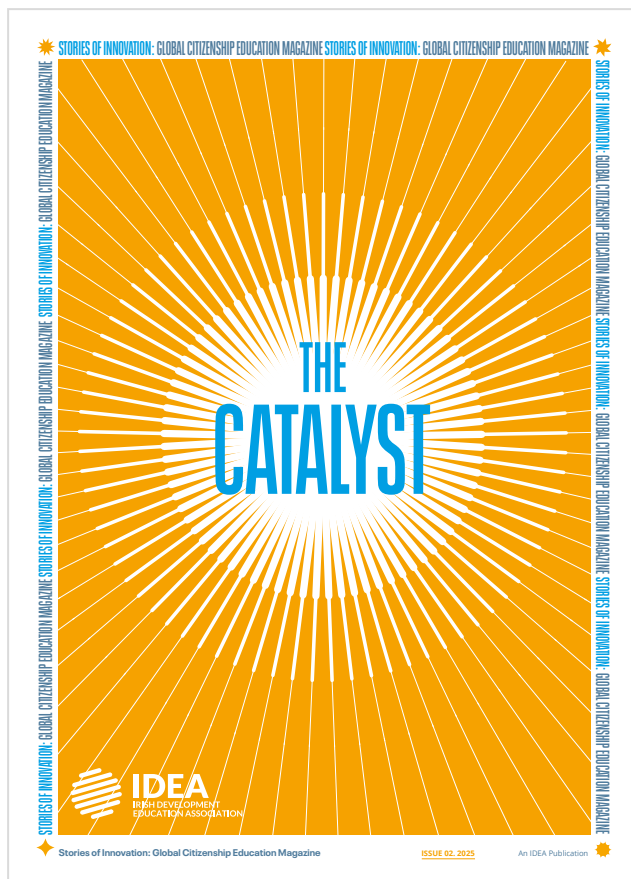
"It was fantastic to be on the receiving end of many methods that we use in our own programmes...and even more fantastic to experience new/different methods that we had never come across before. Without a doubt, we would hope to use and adapt some in our own programmes."

Annual Members' Survey 2024



IDEA members participating in the IDEA Innovation Lab in July 2024.





In 2024, we hosted the launch of our first “Catalyst” magazine issue with 25 of our members in attendance. Approximately 100 copies, in recycled paper and environmentally friendly ink, were distributed to our members and shared with external stakeholders we worked with that year across Ireland. The Magazine was also an opportunity to shift the attention to the learners, whom we interviewed for the launch and podcast. Their stories translate the impact of IDEA’s work into real life stories. In late 2024 we compiled the second edition of IDEA’s Magazine ‘The Catalyst’, with inspiring stories of innovation in GCE, which will be distributed in 2025.

Partnerships and Collaboration

IDEA continued to collaborate closely with both Irish and international civil society partners throughout 2024 to advocate for Global Citizenship Education at a national and international level. We also continued to play an important representative role on behalf of our membership, at international events and through our participation in cross-organisational working groups at European and national level; ensuring that the strategic priorities of the Irish GCE sector are strongly represented.

This included our participation in Coalition 2030, the Developmenteducation.ie Steering Committee, the Dóchas Policy Working Group and Dóchas Development Education Working Group, the multistakeholder ESD National Steering Group, the ESD Advisory Group on Schools and the ESD Advisory Group on Further and Higher Education.

At the EU level we participated in the Bridge 47 Working Group, the Concord GCE Working Group and the informal Solidar GCE Alliance. We also remained engaged with GENE in advance of the 2025 GENE Peer Review.

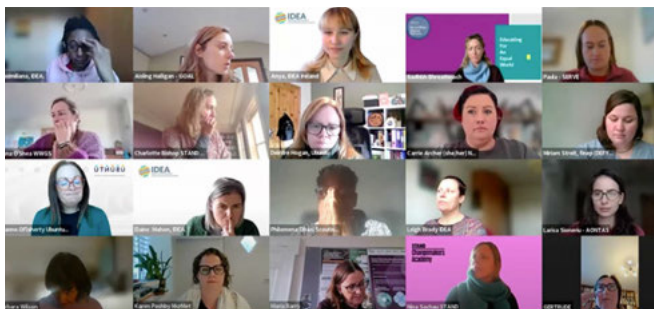
Throughout 2024 IDEA engaged in specific collaborations with our members including, with Comhlámh in delivering a webinar on Social Inclusion in times of Rising Xenophobia, an exhibition in collaboration with Developmenteducation.ie, a joint training event with Concern Worldwide and a research showcase in partnership with Ubuntu. We partnered with Bridge 47 to deliver a European webinar entitled ‘The Role of Global Citizenship Education in the Future We Want to Create’ which was held on the eve of the UN Summit of the Future.

IDEA worked with Dóchas and CADA (The Coalition of Aid and Development Agencies in Northern Ireland) to submit a successful joint funding application to the Shared Island Civic Society Fund that supports the establishment of a new cross border project. We also initiated activity within our successful partnership with LAPAS in Lativa through the Erasmus+ project.

Illustrating Impact

2024 was a very exciting year, as we kicked off the design phase of our ‘consistent approach to impact measurement’ project. Building on the momentum from our 2023 ‘impact measurement’ consultative activities we hosted a follow-up member meeting in March which confirmed we accurately captured the needs, gaps and existing resources of Global Citizenship Education (GCE) Impact Measurement in Ireland.

A GCE Theory of Change (TOC) was identified as an answer to the needs identified through our impact measurement consultations. In September we held an introductory session to “Theory of Changes” and formed a task group for the development of a GCE sector-wide ToC. With the support of the ‘Organisation Development Support’ team, the task group held three sessions to draft a visual and narrative Theory of Change in December. We are looking forward to reviewing these tools and



Participants of the second IDEA and Ubuntu Global Citizenship Education Research Showcase, November 2024.

launching the pilot of this Theory of Change with the task group in 2025. Seeing the evolution of this work and the discussion of the task group, we are confident this work is an important switch in how we capture and articulate the impact of Global Citizenship Education in Ireland, as practitioners, organisations and a united sector.

In our 2024 Research Showcase, we successfully profiled engaging and thought-provoking contemporary GCE research in its broadest sense from academic research to action research, documented practice, documented learning, conceptual research articles and case studies etc. With 5 speakers and further research projects and articles shared after the event we introduced our audiences to an exciting range of new research to explore. Following the event, the live online recording was viewed over 80 times in six months, highlighting the appeal of this topic.

“It’s made me reflect more on our own practice as an organisation.”

Annual Members’ Survey 2024



“I’m currently doing the cert in GCE in Maynooth and this session helped me enormously for my own research. Additionally, my work as GCE officer will benefit from having access to this research and hopefully a collaboration with Ubuntu in some form in the future.”

Annual Members’ Survey 2024



It is our ambition to work with our members to identify individual and shared sector research priorities. To do so we continued to disseminate a Harvest Document from last year’s Research Showcase, capturing the consultative element of these events. We will also be compiling a new Harvest Document for the 2024 iteration. These documents allow us to capture, as they evolve, our sector’s answers to questions such as the GCE Research needs, challenges and opportunities.



Pierre Yimbog, IDEA National Council, Dr. Lilian Nwanze-Akobo, Maynooth University, Niall Tierney, Irish Aid and Mohammad Naeem pictured taking part in a panel discussion at the IDEA Annual Conference 2024.

Goal 3: Championing



IDEA's Championing work focuses on promoting Global Citizenship, and the central role of Global Citizenship Education in achieving the Sustainable Development Goals. Our aim is to create a more enabling environment for Global Citizenship Education and ensure that its impact and value in creating engaged global citizens is recognised at national and international level.

Communications

Effective communication with our members is crucial for maintaining a robust network as a membership organisation. In 2024, we disseminated information about IDEA's initiatives through various channels for our members. We promoted their GCE work through IDEA communications, such as fortnightly newsletters, emails, and digital platforms like Twitter, Facebook, and LinkedIn, contributing to a broader dissemination and consumption of IDEA communications materials. This effort ensured that our members remained well-informed

"The newsletters are very comprehensive and help me to stay abreast of sectoral developments, the timing of them being sent on a Monday morning is also great in that way it ensures our work is up-to-date and in line with best practice."

Annual Members' Survey 2024



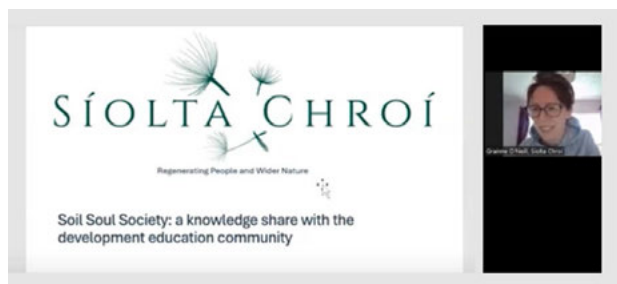
about the activities within the network. We also actively promoted our members' work via social media. 88% of members engage regularly with IDEA communications.

We continued to promote members work through 24 editions of our fortnightly newsletter that provides our members, and an external audience interested in Global Citizenship Education with updates on what's happening in the sector and related opportunities. In 2024, we have made a significant impact with this channel and have focused on increasing external audience engagement. As a result, we have successfully solidified our engagement on the IDEA newsletter.

The IDEA website acts as a hub for the sector and for information about Global Citizenship Education in Ireland. In 2024, we had 9,641 website visits and 61,220 page views. In 2024, IDEA's website page views increased by 72% demonstrating a significant improvement in online visitor engagement. At the end of 2023, we began updating the website to reflect IDEA's expanded programme and to make the content fresher and more accessible. These updates have been completed, and the website is supporting increased engagement throughout 2024. We have continued to implement the necessary changes identified through the Accessibility Audit carried out in 2022. We have embedded the learning into our website management and, following an external review in 2024, we will be updating the accessibility statement on the site.

In 2024, we successfully produced seven podcast episodes, reflecting our commitment to exploring diverse content formats despite previous low engagement. We doubled our video output in 2024, which contributed significantly to digital engagement with our members.





An IDEA member facilitating a Knowledge Share, summer online session, in 2024.

IDEA's in-house video editing capacity has allowed the organisation to provide significant resources to members such as our summer Knowledge Share series, which ran for 8 weeks during 2024. Every week our Knowledge Share online session was recorded, edited and published online for members the day of the event. This provided members with a fresh, interesting and relevant online resource each week for shared learning and capacity building. These videos alone received 378 views throughout the summer and beyond highlighting their value to members and the value of in-house expertise at IDEA. Last year we had 3,798 video views and podcast listens an increase of 14% on 2023.

IDEA's influence on social media platforms has expanded, reaching 192,061 users through Facebook, LinkedIn and Twitter in 2024. This was an increase of 37.12% in 2024 and exceeded our target of 100,000. This reflects the increased staff capacity in this area across 2024, despite the staffing challenges in the organisation.

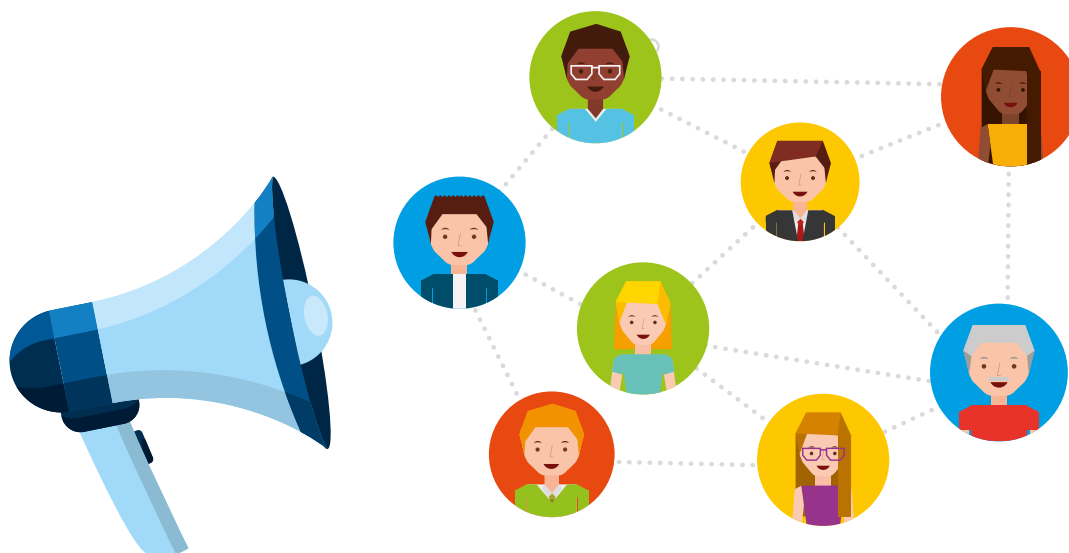
Connecting with audiences outside the GCE sector was another focus this year. 409 people were reached about IDEA and Development Education through representation to external stakeholders in 2024 keeping the visibility of the sector as a key priority.

In addition, IDEA staff contacted 194 political representatives with IDEA's pre-budget submission and Global Education pledge in advance of the general election. This initiative was supported heavily through digital and social media communications.

We focused on strengthening how we monitor reach and impact of our communications in 2024. We made substantial steps in enhancing our digital analytics capabilities using Google Analytics 4 (GA4). We engaged a consultancy to ensure a robust setup on GA4, and this work was completed. With GA4, we had access to a consolidated review of engagement metrics from all our digital platforms and digital communications tools. IDEA is now well-equipped to measure success, refine our strategies, and enhance user experiences across our digital platforms.

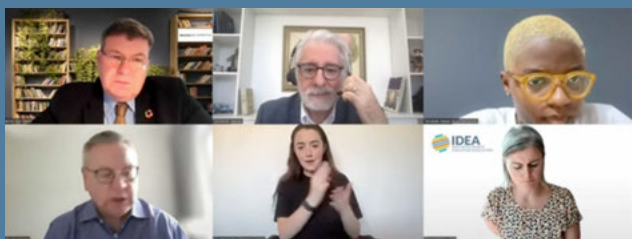
We focused on strengthening how we monitor reach and impact of our communications in 2024 after engaging a consultant to review how we measure engagement and impact of our online communications channels in 2023. We continue to use these results and findings to further strengthen our external communications.

In November 2024, we secured media coverage following the appointment of Ruairí McKiernan as CEO. McKiernan's interviews with the Anglo Celt and Northern Sound FM highlighted the importance of global citizenship education and addressed the dangers of online misinformation, particularly targeting refugees and migrants. These interviews, which included mentions of Irish Aid, aimed to communicate IDEA's work and its impact on social change and sustainability issues in Ireland.



Advocacy

This year, IDEA continued to reinforce our support to members' policy and advocacy engagement, contributing to creating a more enabling environment for their work, while also being a strong representative voice for GCE-related policy and advocacy in Ireland and internationally. In 2024, we exceeded the targets set out in our Results Framework representing the sector with national/EU institutional "gatekeepers" on eleven different occasions and supporting IDEA members to engage with eight policy opportunities. Member satisfaction with our work in this area was reflected in 97% of respondents to our Annual Members Survey finding IDEA's work in policy and advocacy was either 'very effective' or 'effective', with 39% stating it is very effective.



Participants of the webinar hosted by Bridge 47 and the IDEA on the eve of the UN Summit of the Future in September 2024.



IDEA and Dóchas members pictured at an Irish MEP roundtable with four MEPs at the European Parliament in September 2024.



"The advocacy work around the general election was excellent - it highlighted the work of members to those who might inform the next government which is crucial to the ongoing support of the GCE sector."

(AMS, Q4, A18)



Advocacy in Ireland

IDEA engaged with numerous future policymakers and decision-makers during the run-up to the General Election. We invited all re-running TDs to sign our candidate pledge to become a GCE Champion if elected. We also advocated for an increase in investment in GCE directly with candidates at a General Election Hustings hosted by The Wheel in Dublin. We published an Election Manifesto, outlining our recommendations for the new Programme for Government and achieved inclusion of our recommendations in the Dóchas election manifesto, Coalition 2030 election manifesto and the Concern election manifesto. In total, 47 candidates signed the IDEA pledge. Of these, 22 were elected, together representing 18 of 43 constituencies. Of this cohort, 18 are re-elected TDs. Eight of our new Global Education Champions are women – including Sinn Féin leader Mary Lou McDonald and Social Democrats

leader Holly Cairns. We will soon start to engage and build upon this cohort as a significant parliamentary alliance towards increasing cross-departmental prioritisation of and investment for GCE over the next five years. Having our policy recommendations included in the Dóchas, Coalition 2030 and Concern Election Manifestos significantly expanded our reach to raise the visibility of GCE among candidates.

We sent our pre-budget submission to Ministers for Finance and Public Expenditure and Reform, all other relevant government departments, promoting the key asks outlined in Vision 2025. We also sought to generate support for our budget and policy recommendations among relevant TDs and Senators, such as members of the Joint Oireachtas Committee on Foreign Affairs and Defence and the Joint Oireachtas Committee

on Education and Further and Higher Education. The Minister for Finance and the Minister for Public Expenditure and Reform acknowledged receiving our pre-budget submission and stated they would take the recommendations into consideration when deciding on Budget 2025. Furthermore, IDEA's main budget recommendation was adopted by Dóchas in their pre-budget submission, adding visibility and legitimacy to our ask.

Following a survey of members on the 2023 Global Citizenship Education Grants process, we met with Irish Aid officials in September 2024 to provide feedback on the challenges encountered and seek improvements to the grants process for 2025. During this meeting, we also discussed our policy recommendations in our pre-Budget 2025 submission. Irish Aid agreed to review our feedback with a view to facilitate procedure for future grant rounds and were receptive to hearing our policy recommendations.

IDEA also represented the Global Citizenship Education sector at multiple consultative fora organised by various Government departments throughout 2024:

- We gave a GCE workshop at 'Transformative Education for Sustainable Development - Reaching the Furthest Behind First' a National Forum on Sustainable Development in June 2024. The event was organised by The Department of Further and Higher Education, Research, Innovation and Science, DFHERIS, The Department of Education, DoE, and The Department of Children, Equality, Disability, Integration and Youth, DCEDIY.
- We participated in the ESD to 2030 National Steering Group and sectoral advisory groups on ESD in Schools and ESD in Further and Higher Education to strengthen connections between the DFA-led Global Citizenship Education policy and the ESD to 2030 policy led by the DoE, DFHERIS and DCEDIY.
- We participated in the ninth ESD National Stakeholder Forum in November, organised by DCEDIY, with participation by Irish Aid Strategic Partners. Our representation and participation in the consultative fora helped to ensure the advocacy priorities of our members were known and incorporated into policy agendas.



Advocacy in the European Union

In January, IDEA participated in a roundtable of MEPs re-running for election organised by Dóchas ahead of the European Parliament elections in June to represent IDEA members' views on GCE and promote our policy recommendations. In September IDEA travelled to the European Parliament as part of a Dóchas delegation for an Irish MEP roundtable with four MEPs at the European Parliament.

IDEA took the opportunity in Brussels to engage with Barry Andrews, chair of the DEVE committee, around GCE featuring in the DEVE Committee work plan for 2025 and about the Commissioner Designate for International Partnerships' ambition for GCE in 2025 and beyond. IDEA continues to communicate with Mr. Andrews on this matter and IDEA members have also joined this coordinated effort and to liaise on this matter. This coordinated effort has raised the profile of this topic with Mr. Andrews and his office.

IDEA signed a letter drafted by the outgoing CONCORD GCE Working Group and sent to DG-INTPA in the European Commission in December. The letter expresses deep concern about the 18 percent cut made to the DEAR programme as part of the recent mid-term revision of the EU Multiannual Financial Framework. We will continue to monitor this issue.

In 2024 IDEA made nine policy submissions, including: a pre-Budget 2025 Submission, shared with all relevant government departments, continuing to promote the key asks outlined in Vision 2025, an overarching submission to the Irish Aid GCE Strategy Mid-Term Review 2024, a Formal Education submission to the Irish Aid GCE Strategy Mid-Term Review 2024, through our Formal Education Working Group, a Youth Education submission to the Irish Aid GCE Strategy Mid-Term Review 2024, through our Youth Task Force and an Adult and Community Education submission to the Irish Aid GCE Strategy Mid-Term Review 2024, through our Adult and Community Education Working Group.

Through our Formal Education Working Group, four submissions to the National Council for Curriculum and Assessment, including on three new Leaving Cert subjects (Drama, Theatre and Film, Business Studies, and Climate Action and Sustainable Development) and one combined submission on five revised primary school specifications (Wellbeing, Arts Education, Social and Environmental Education, Primary Language including Modern Foreign Languages and Science, Technology and Engineering Education). The submissions were acknowledged and either integrated into the public consultation reports or published on the NCCA website. The final new and revised specifications have not been published yet. However, once published IDEA will analyse the curriculum documents to assess how many of our recommendations were taken on board.

Throughout 2024, we supported IDEA members to engage in policy and advocacy activities themselves, through developing shared advocacy positions, providing analysis of policy developments, and co-ordinating shared actions. Our Policy and Advocacy Digest, issued seven times over the course of the year, kept members informed of national and international policy developments within the Global Citizenship Education sector.

IDEA produced a range of advocacy tools for our members to use when engaging with local and European election candidates during the lead up to the local and European elections in June. IDEA also developed and provided letter templates for members to adapt and use to write to their local TDs who were re-running for election in November, inviting them to sign IDEA's electoral pledge to become GCE champions if elected.

"I was able to stay updated on key policy developments and align our organisation's strategies with broader advocacy goals."

(AMS, Q5, A16)



IDEA developed an Advocacy Toolkit, a Guide to Engaging in GCE Policy Processes in Ireland and internationally, and a GCE Policy Landscape Map for members in 2024. This suite of capacity-building resources is currently being designed with publication expected by early February 2025. A series of workshops to roll out these resources with members will take place throughout 2025.

In September, IDEA organised a joint policy webinar with Bridge 47 for IDEA members, Bridge 47 members and civil servants on the role of GCE in the Pact for the Future, the outcome document from the UN Summit of the Future. The event was attended by 85 participants, mostly IDEA members, and included a panel of distinguished speakers.

IDEA facilitated a meeting between Irish Aid's Strategic Partners in Global Citizenship Education and Irish Aid GCE Unit in January 2024 to discuss priorities, challenges, issues of common importance and funding. IDEA continued to play a leading role in the Strategic Partners forum on issues including terms-of-reference development.

IDEA continued to collaborate closely with both Irish and international civil society partners throughout 2024 to advocate for Global Citizenship Education at a national and international level. We also continued to play an important representative role on behalf of our membership, both at international events and through our participation in cross-organisational working groups at both European and national level, to ensure that the strategic priorities of the Irish GCE sector are strongly represented.

Cross-organisational Working

European Union Collaboration

- We participated in a EU DEAR (Development Education and Awareness Raising) Multi-stakeholder Group policy roundtable online. Together with European partners, we advised the European Commission on strategic and implementation issues relating to the DEAR Programme.
- We represented our members at a policy roundtable on Global Citizenship Education developments in Europe organised by SOLIDAR, a European network of civil society organisations working to advance social justice.
- We participated in two Bridge 47 network Working Group meetings in 2024, to identify priority advocacy opportunities and share updates on innovative initiatives.
- The Policy and Advocacy Manager met with CONCORD Europe as part of a Dóchas delegation in September to discuss policy developments at EU level and their implications for international development cooperation and GCE.
- We keep abreast of developments within the Global Education Network for Europe via periodic meetings.
- The CEO and the Policy and Advocacy Manager participated in and presented at a European GCE conference in Budapest on 28-29 November, co-organised by HAND, Global Education Network Europe (GENE) and the Council of Europe North-South Centre. The conference was being held under the auspices of the Hungarian EU presidency and was attended by various civil servants from Ministries of Education and Foreign Affairs across Europe, the CEO of Bridge 47, the Director of GENE as well as a wide range of civil society actors and academics working on GCE. Two IDEA members (Trócaire and STAND) also participated. IDEA gave a presentation on the IDEA Code of Good Practice.

“We feel that IDEA facilitates a strong network and community of practice which enables us to access quality CPD for our staff, opportunities to engage in advocacy (internally we are focused on issues such as hunger, poverty and ODA) and pushing us to continuously strive to do better in our GCE work. The space created by IDEA is invaluable.”

(AMS, Q)



- The CEO participated in the final CONCORD GCE Working Group meeting in November in Budapest, during which a significant study on GCE funding at EU level was presented and discussed. The Working Group will be discontinued due to a restructuring of CONCORD.

Collaborating in Ireland

- IDEA participated in regular meetings of the Dóchas Development Education Working Group and the Policy Working Group, and the Coalition 2030 Plenary Meeting in June.
- IDEA, Dóchas and CADA (the Platform of Development and Humanitarian Organisations in Northern Ireland) co-drafted a joint project proposal to create an All-Island GCE Forum to stimulate cross-border collaboration on GCE under the Irish Government's Shared Island Fund. The proposal was approved and will run from January – December 2025.

Structure, Governance and Management

The IDEA non-executive board is called the National Council (NC). It is elected by IDEA members, through the Annual General Meeting, to oversee the organisation on behalf of its members. The National Council is IDEA's main decision-making body and collectively oversees the strategic planning and governance of the organisation.

The National Council delegates operational functions to the CEO and staff team.

The governance structure of IDEA is further described in the constitution. IDEA is governed by our constitution, which outlines our charitable objectives and encompasses our Memorandum and Articles of Association. Role of the Board of Directors The Board of Directors, known as the IDEA National Council, leads on IDEA strategy, governance and oversight. It ensures IDEA pursues activities that relate to its charitable purpose, thereby addressing the needs of members and relevant stakeholders. In doing so the National Council:

- Works effectively and in a collective and cooperative manner to achieve the organisation's aims and objectives
- Providing leadership to the network
- Acts with integrity in all matters by ensuring transparency and accountability in how the organisation conducts its affairs
- Ensures effective management and financial control of the organisation
- Ensures a risk management strategy is in place to address risks which may prevent the organisation from achieving its objectives
- Ensures compliance with required laws and regulation.

There are clear distinctions between the role of the National Council and that of the IDEA CEO, to whom day-to-day management of the



Elaine Mahon, IDEA Interim Director, pictured at the IDEA Conference 2024.

organisation is delegated. The CEO is not a member of the National Council but attends and presents the operational activities of the organisation to the National Council. A schedule of matters reserved is in place and lists the decisions and matters reserved for National Council consideration. Matters such as planning, policy and budgets are prepared by the CEO and IDEA team for consideration and approval by the National Council. The IDEA staff team coordinates and supports IDEA's activities, and our members play a crucial role in contributing to our work.

There are a number of key policies critical to the national council's discharge of its responsibilities:

- IDEA Constitution
- IDEA Strategy 2024-2029
- IDEA HR Handbook
- IDEA Procurement Policy
- IDEA Financial Procedures Manual
- IDEA Reserves Policy
- IDEA Fraud Policy
- IDEA Risk Register
- IDEA Risk Management Policy
- IDEA Continuity Plan
- IDEA Garda Vetting Policy
- IDEA Child Safeguarding Statement
- IDEA Guiding Principles and Safeguarding Procedures
- IDEA Data Protection Policy
- IDEA Complaints Policy
- IDEA National Council Induction Policy
- IDEA Code of Conduct for National Council Members
- IDEA Conflict of Interest and Conflict of Loyalty Policy Policies
- IDEA Remuneration Policy
- IDEA Whistleblowing Policy
- IDEA Social Media Policy
- IDEA Sustainability Policy

National Council Members for 2024

CHAIRPERSON

Bobby Mc Cormack

Bobby Mc Cormack is the co-founder and CEO of Development Perspectives. He previously worked as a Senior Lecturer in the Dept of Humanities in Dundalk Institute of Technology from 2006 - 2019. He has an MA in Development Studies and is a qualified mediator. Bobby was a board member of Dóchas from 2021 - 2024 and in 2017 was the recipient of the Dóchas, "Global Citizen of the Year" award. Bobby was the co- chair of the CONCORD Development Education and Awareness Raising forum for two years and was a civil society representative in the European Commission multi stakeholder forum for Development Education.



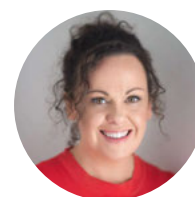
VICE CHAIR Cara Ryan

Cara Ryan is the Managing Director of Culturion, a consultancy which focuses on Workplace Culture and HR Strategy. She is also the CEO and Co-Founder of Medlearn, an Educational Technology company aimed at medical students and professors. Cara has extensive experience in HR and in business operations working in the Not for Profit sector and in Higher Education for the past 20 years. She has a BComm in Law and Economics, a BA in Human Resource Management, PGDip in Employment Law and a Masters in HR Strategies as well as Diplomas in Change Management and Business Coaching and is a member of the CIPD.



TREASURER Martina Ryan-Doyle

Martina is the Treasurer of IDEA. She is a Certified Public Accountant (CPA), with over 15 years' experience in the pharmaceutical, medical device and construction sectors. Since 2015 she has worked in the Not-for- Profit sector both in Ireland and abroad, as a volunteer and consultant. Martina is currently working with Irish International Development charity Gorta Self Help Africa.



COMPANY SECRETARY

Pierre Yimbog

Pierre Yimbog is IDEA's Company Secretary. He is a co-founder and Managing Director of Black and Irish and co- founder and CEO of his travel start up SoloBook. Pierre has a Bachelor of Law from DIT, a Diploma in Technology and Intellectual Property Law from the Law Society and is currently undertaking a Masters in Corporate Governance at the University of Law. He has previously worked for Engineers Ireland as Community Engagement Executive.



Daniel Meister

Daniel Meister is Communications Manager with the National Youth Council of Ireland, and has over ten years' experience increasing the profile of national non-profit organisations. He has a keen interest in sustainable development and environmental issues, and brings his enthusiasm for Development Education, his communications expertise, and his experience with the youth sector in Ireland to his role on the IDEA National Council.



Fiona Duignan

Fiona Duignan is GCE, Integration and EU Projects Officer with Meath Partnership, working on Erasmus KA2 and GCE programmes, primarily targeted at people at risk of exclusion. Fiona holds a Masters in International Human Rights Law and an honours degree in Law and Administration of Justice. She has over a decade of experience developing and implementing programmes in the not-for-profit sector in Ireland and international volunteer management in the Global South.



Claire Glavey

Claire Glavey is the Project Officer for Global Village, the strategic partnership for Global Citizenship Education in primary schools. She is a qualified primary school teacher and has a M.Sc. in Development Studies. Prior to this role, she worked as a primary school teacher and on a range of human rights education and development education programmes in the NGO sector. She brings her broad ranging experience of Development Education practice, as well as a strong commitment to strategic and quality-focused work, to the National Council.



Ponke Danker

Ponke Danker is Coordinator of the Irish Network for Education Worldwide (INEW), a voluntary network of civil society actors and education stakeholders in Ireland committed to promoting knowledge and effective responses to global education issues. She is a qualified human rights lawyer (German qualification) with over 8 years' experience in advocacy, policy, and non-profit management with a passion for social justice, diversity, equality, and inclusion, and promoting education as a human right. Ponke has previously worked with Irish Traveller organisations, as a refugee lawyer in Germany, and interned with International Criminal Tribunals



Mary Coogan

Mary Coogan is Development Education Programme Manager with Trócaire and has held this role for over 3 years. She currently oversees Trócaire's development education programme and the Global Village strategic partnership with Irish



Aid, in which Trócaire is the lead consortium partner. Prior to joining Trócaire, Mary worked in international volunteer management with Suas and VSO, with a focus on training and learning, particularly in the area of development education. Mary holds an MSC in Development Studies from University College Dublin and a Bachelor of Arts from Trinity College Dublin.

Jenny Gannon

Jenny Gannon is a Kildare native, a primary school teacher, and a graduate of Dublin City University with a Master's in Education with a special focus in Diversity and Inclusion, and a Post- Graduate Diploma in School Leadership. She is currently the Director of the DICE (Development and Intercultural Education) Project that supports work across the four publicly funded initial teacher education institutes in Ireland. In 2019, she received a National Civic Merit Award for her contribution to volunteering with young people as a President's Award Leader. She is beginning her second term on the National Council of Gaisce, The President's Award. She has volunteered extensively with the Irish Girl Guides at both local and national level.



National Council Members Meetings Attended 2024 2024 National Council Meetings

- 21/02/2024
- 10/04/2024
- 25/04/2024
- 17/05/2024
- 26/06/2024
- 18/09/2024
- 20/11/2024

Vikki Brennan	2/4
Ben Mallon	3/4
Cara Ryan	5/7
Daniel Meister	4/7
Claire Glavey	7/7
Fiona Duignan	4/7
Pierre Yimbog	7/7
Martina Ryan Doyle	5/7
Mary Coogan	2/3
Ponke Danker	3/3
Jenny Gannon	3/3
Bobby McCormack	3/3

National Council Meetings

The National Council met seven times during 2024, excluding an induction day for the new NC members. These regular meetings were crucial in addressing the staff's needs during a time of significant change, providing a platform to effectively tackle emerging issues and enabling the organisation to move forward. National Council papers were disseminated a week in advance of all meetings. Attendance at meetings by individual National Council members is shown in the table above.

National Council Composition

IDEA's National Council currently has ten members. The maximum number of national council members is 12 in line with IDEA's Constitution. National council members can serve a term of office of three years subject to a maximum period of two three-year terms not exceeding in aggregate six years, after which they must retire.

Annual General Meeting

The AGM took place 07 June 2024 online and was attended by 6 out of seven National Council Directors.

National Council Subcommittees

To enhance the efficiency and effectiveness of the National Council in its governance of the organisation, IDEA has 2 subcommittees: a Governance and Finance Subcommittee and a Nominations and Remuneration Committee. Both are populated by members of the National Council. Each subcommittee has terms of reference and via the chair of the committee provide updates and make recommendations, where relevant, to the wider National Council on areas within the remit of the subcommittee. Via the chairperson, each subcommittee reports back to the full National Council so that all National Council members are up-to-date and engaged. This is achieved by a report from each subcommittee being made available to the wider National Council in advance of the National Council meeting noting items for collective consideration (i.e. for decision, noting or advice).

Governance and Finance Subcommittee

Composition and Responsibilities

The Governance and Finance subcommittee is made up of 4 National Council members along with the IDEA CEO and senior management.

REMIT:

- The Governance and Finance subcommittee is responsible for reviewing internal controls, policies and procedures in line with the governance code of the Charity Regulator, providing updates and recommendations to the National Council
- Supporting the National Council to ensure compliance with legal and other regulatory requirements
- Overseeing IDEA's risk management framework and policy and ensuring actions are taken to mitigate risks, reporting to the National Council
- Monitoring and review the external auditors independence and the effectiveness of the audit process as well as their continued appointment, fees and conditions

COMPOSITION:

- Pierre Yimbog, Convenor of IDEA Governance and Finance subcommittee (4/4)
- Martina Ryan-Doyle, IDEA Treasurer (4/4)
- Director, Interim Director and CEO (4/4)
- Sal Healy, Assistant Director (3/3)
- Ponke Danker (Appointed 18/09/2024) (1/1)
- Vikki Brennan (Resigned 26/06/2024) (1/1)
- Benjamin Mallon (Resigned 07/06/2024) (2/2)

MEETINGS HELD IN 2024:

- 8/04/2024
- 21/05/2024
- 11/09/2024
- 16/10/2024

Nominations and Remuneration Subcommittee

Composition and Responsibilities

The Nominations and Remuneration subcommittee is made up of 3 National Council members along with the IDEA CEO.

REMIT:

The Nominations and Remuneration Subcommittee is responsible for:

- Providing recommendations of appointments to the National Council and its committees
- Evaluating the National Council's composition and succession plan
- Overseeing succession plan for the Director
- Approving and endorsing recommendations to the National Council of all IDEA remuneration policies and adjustments
- Contributing to and evaluating proposals for significant changes to organisational structure
- Providing assurance that IDEA's reward philosophy is consistent with the achievement of the organisation's strategic objectives and risk appetite.

COMPOSITION:

- Cara Ryan. Convenor of Nominations organisation Remuneration Committee (2/2)
- Claire Glavey (1/1)
- Director, Interim Director and CEO (2/2)
- Vikki Brennan (Resigned 26/06/2024) (0/2)

MEETINGS HELD IN 2024

- 17/05/2024
- 11/09/2024

National Council Recruitment and Induction Recruitment

The National Council is elected by the Annual General Meeting made up of IDEA's members, organisations and individuals involved in the practice, promotion and advancement of Global Citizenship Education in the island of Ireland. The National Council works to ensure it has the skills, expertise and experience needed for governance and oversight of IDEA, representation from the Global Citizenship Education practice, and diverse perspectives that reflect participants in Global Citizenship Education and the population of Ireland in 2024.

An audit of the skills needed is carried out with suggestions of possible candidates and National Council members, after which, the CEO conducts outreach to gauge their interest in joining. A communication is also sent to IDEA members asking them to consider seeking nomination to the National Council. Nominees make a short presentation at the AGM, where they are elected by IDEA members.

National Council members may be co-opted between Annual General Meetings and are required to put themselves forward for election at the following Annual General Meeting.

Induction

The IDEA National Council Induction Policy defines the comprehensive programme of induction for its members. The policy was adopted by the National Council in 2023 with the next review to take place in 2026. National Council members undertake a detailed induction process with the IDEA Director and IDEA Chairperson, that focuses



on familiarisation with the work of IDEA. This includes its vision, mission and values, legal and charitable status, organisational structure and lines of responsibility, key policies and reports, and the core roles and associated responsibilities of National Council members and subcommittees.

The Chairperson provides National Council members with an induction pack including:

- Letter from IDEA Chair and CEO
- IDEA Constitution
- B10 Form
- IDEA Website details (e.g. National Council details; organisation information)
- IDEA Strategy
- Minutes of last three National Council meetings
- The annual report and accounts for the past two years
- National Council meeting schedule
- National Council subcommittee details and meeting schedule
- IDEA Conflict of Interest and Conflict of Loyalty Policy
- IDEA Register of Directors Interests
- IDEA list of policies, codes and governance material
- Charities regulator guidance documents
- Charities Governance Code
- IDEA Charities Governance Code Compliance Form

Ongoing Training and Development

The National Council met seven times during 2024, excluding an induction day for the new NC members. These regular meetings were crucial in addressing the staff's needs during a time of significant change. They provided a platform to effectively tackle emerging issues and enabled the organisation to move forward. The induction day briefed the new members on the NC's roles and responsibilities of the organisation. A development day provided a space for the NC to enhance their skills and knowledge of the national council's duties and responsibilities. In 2024 the latest formation of the National Council identified some development needs for the group and have convened a learning and development session for January 2025.

Governance Code Compliance

IDEA is committed to maintaining the highest standards of Corporate Governance. IDEA's National Council is compliant with the Charity Regulator's Charities Governance Code, as per the timeframe specified by the Charities' Regulator. In the years before the introduction of the Charity Regulator's Governance Code in 2020, IDEA was compliant with the Governance Code for Community, Voluntary and Charitable Organisations (as produced by The Wheel, the Corporate Governance Association of Ireland and other voluntary sector organisations). IDEA considers itself as a complex organisation for the purposes of compliance with the Charity Regulator's Governance Code and therefore complies with all (core and additional) additional governance standards as set out in the governance code.

IDEA Members 2024

- 80:20 Educating and Acting for a Better World
- A Partnership with Africa
- ActionAid
- Adrienne Boyle
- Afri - Action from Ireland Africa Centre Ireland
- Aidan Clifford
- AkiDwA (Akina-Dada-wa-Africa)
- Amnesty International Ireland
- An Taisce - Environmental Education Unit
- Anne Dolan
- AONTAS
- ARD Family Resource Centre
- Association of Secondary Teachers in Ireland
- Barbara Wilson
- Benjamin Mallon
- Brighter Communities Worldwide
- Cara Ryan
- Caroline Crowley
- CBM Ireland
- CDET B Curriculum Development Unit
- CDYS
- Centre for Global Education
- Centre for Human Rights and Citizenship Education
- ChangeMakers Donegal
- Children in Crossfire
- Christian Aid Ireland
- Clíona Murray

- Coalition 2030
- Comhlámh
- Concern Worldwide
- Dept of International Development, Maynooth University
- Development Perspectives
- DICE: Development & Intercultural Education
- ECO-UNESCO
- Educate Together
- Education for Sustainability
- EIL Intercultural Learning
- Elizabeth Meade
- Engineers without Borders Ireland
- Financial Justice Ireland
- Fiona Creedon
- Friends of Africa
- Friends of the Earth
- Gaisce - The President's Award
- Gerard Jeffers
- Global Action Plan Ireland
- Global Village
- GOAL
- Habitat for Humanity Ireland
- Inishowen Development Partnership
- Irish Network for Education Worldwide (INEW)
- Irish Girl Guides
- Irish Jesuits International
- Jim Ferguson
- John Magee
- Kathryn Moore
- Keitumetse Mabole
- Latin America Solidarity Centre
- Lourdes Youth & Community Services
- Love and Care for People
- Maeve McArdle
- Mags Liddy
- Mark Cumming
- Meath Partnership
- MTU Creativity and Change
- National Youth Council of Ireland
- Oxfam Ireland
- Patrick Ferrity
- Paula Grace
- Pierre Yimbog
- Plan International Ireland
- Praxis Project
- Proudly Made in Africa



- Saolta
- Schools of Sanctuary Ireland
- Scouting Ireland
- SeeBeyondBorders Ireland
- Self Help Africa
- SERVE
- Sightsavers Ireland
- Síolta Chroí
- Su-Ming Khoo
- STAND
- Susan Gallwey
- Tearfund Ireland
- The Hope Foundation
- The Rediscovery Centre
- The Wheel
- Tom Roche - Just Forests
- Tools for Solidarity
- Trócaire
- Ubuntu Network
- UCD Volunteers Overseas
- UNICEF
- Valerie Lewis
- Viatores Christi
- Vincentian Lay Missionaries
- Voluntary Service International Ireland
- Waterford Sustainable Living Initiative
- WorldWise Global Schools
- Young Social Innovators
- Youth Work Ireland Galway
- Youth Work Tipperary

IDEA Risk Management Policy

IDEA has a Risk Management Policy which defines the processes and systems by which potential risks faced by IDEA are identified, evaluated and managed. The current policy is due for review in 2025.

It is recognised there are risks which have the potential to prevent IDEA from achieving its strategic objectives in accordance with its charitable purpose. The National Council is responsible for ensuring risks (Strategic, operational, financial, compliance, governance, reputational, technological) that have the potential to prevent IDEA from achieving its strategic objectives are identified, evaluated and managed in an appropriate manner on a continuous basis. A key current financial risk for IDEA is reliance on grant funding and a risk that grant programmes could be changed or discontinued. The National Council members have no reason to believe this funding will be withdrawn in the near future.

The IDEA Risk Management Policy defines the processes and systems by which potential risks faced by IDEA are identified, evaluated and managed. It lists, describes, evaluates and mitigates key risks that are shared openly and shape National Council activities.

To monitor and manage the risks facing IDEA, a risk register in accordance with best practice governance standards for the sector is maintained.

The Governance and Finance subcommittee monitor the risk register quarterly and bring it to the National Council for review so that all National Council members are up-to-date and engaged. Those risks evaluated as high will be specifically included in the agenda of National Council meetings until such a time as they are deemed medium/low risk. On an ongoing basis the CEO brings any new risks identified by the staff to the National Council for discussion and consideration. Policies, procedures and mitigating strategies are considered if necessary to reduce these risks from occurring and/or their impact.

The most significant risks to IDEA are:

- Dependency on limited income sources, too few donors and lack of funding success. We mitigated this through scenario budgeting, fixed term contracts for project staff, accumulation of unrestricted reserves for short term funding gaps and/or

redundancies, timelines set and procedures developed for proposals.

- Staff capacity cannot meet the requirements of new programmes or respond to changes in working environment. The steps we took to mitigate this included, organisational development was included in our annual workplan, and capacity needs were analysed and included in our annual workplan and budget projections.
- IT system failure and/or attack. We mitigated this by maintaining external IT support, continuing with a cloud-based system and ensuring regular back-up of data.
- Data processed by IDEA in a manner which is illegal, insecure, inefficient or ineffective, which may breach legislation. In addition to our Data Protection Policy, we undertook staff training, ensured we have knowledgeable people within our organisation and conducted board oversight.

Conflicts of Interest

IDEA has a Conflict of Interest and Conflict of Loyalty policy. The policy was adopted by the National Council in 2023

with a next review in 2026. The policy is implemented as a standing agenda item in National Council and subcommittee meetings and allows the opportunity to ascertain any potential conflict of interest/loyalty with any items under consideration during these meetings. This is recorded in the minutes of the National Council meetings, subcommittee meetings and where conflicts of interest/loyalty do arise these are recorded in the 'Register of Directors' Interests' by the Company Secretary.



Engagement and Communication with Stakeholders

IDEA aims to ensure that all our stakeholders can easily access information about our work and how we function as an organisation. As well as the communication we do about our work and activities as outlined previously, we share all IDEA's policies and reports on our website, along with our Vision, Mission, and Strategy.

Performance Management

Performance Management for IDEA staff focuses on the delivery of the IDEA strategy, targets derived from the Strategy and programme commitments, and contribution to the IDEA team's overall work. All staff have regular Support & Supervision meetings with their line manager as well as regular check-in meetings. This enables a continuous approach to performance management. In addition, all staff complete an annual appraisal process focussing on performance across the year.

Staff Remuneration

Remuneration of all IDEA staff operates within the framework of the IDEA salary scales. In setting levels of remuneration for employees IDEA seeks to balance the following factors:

- The need to set salaries at the appropriate level to attract and retain people with the appropriate experience and competencies.
- The scarcity of money as a resource.
- With reference to comparable rates in the sector.
- The need for flexibility to be retained in terms of rewarding performance.

IDEA does not align itself to a formal salary standard or benchmark and seeks to maintain a balance between the four factors listed above.

Financial results

The financial results are set out in the Statement of Financial Activities on page 37. IDEA reports in line with FRS 102 and the Charities SORP. IDEA reported income of €606,456 from various donors in 2024. This compares to €617,773 in the prior year, a slight decrease of less than 2%. This was due to the membership income being deferred on a time apportioned basis for the first time. IDEA is mindful of the reliance on Irish Aid as a primary donor and continues to actively seek other funding that aligns with its work, as detailed below in the Sustainability of Funding section. IDEA also focuses on maintaining or growing, if possible, other sources of income through the membership fees, and income generated from conferences and sale of resources. Expenditure was €609,761 in 2024. The increased spend was largely due to the carry forward of funds from Irish Aid from 2023 which focused on the Code of Good Practice, Policy and Advocacy and IDEA's new strategic plan development. In addition, an increase in Capacity Development as the Irish Aid programme expanded reflects the increase in funding. Overall, the net result for the year is a deficit of €3,305 for 2024 which was considered unrestricted and therefore decreases our unrestricted reserves to €141,250, which keeps IDEA at the ideal level of reserves required under the Reserves Policy (See below) based on the anticipated budget for 2025.

A summary of the movement in funds is as follows:

	2024 UNR	2024 RES	2023 UNR	2023 RES
Net movement in funds for the financial year	(3,305)	Nil	27,005	Nil
Reserve balances carried forward at year end	141,250	Nil	144,555	Nil

IDEA ended the year with an unrestricted balance of €141,250, a decrease of 2% on the previous year. Due to the variable nature of income, as grants are won and completed, and percentage of co-funding required for new grants varies, the level of required reserves increases and decreases over time. IDEA works hard to reach and maintain an appropriate level of reserves as detailed in the Reserve Policy Section. IDEA's primary funder is Irish Aid, whose generous support allows IDEA to continue to do its core work within the Global Citizenship Education sector. Irish Aid's endorsement of our objectives can be seen in the grant received totaling €548,000 in the calendar year 2024. This funding allows IDEA to achieve many of the successes outlined in the Achievement & Performance section above, including our 20th anniversary annual conference, Code of Good Practice, innovation and impact work, policy and advocacy and communications within and outside the sector. IDEA also received valuable support from Trócaire in the form of an unrestricted grant of €4,500 and a restricted grant of €15,000 to further the Code of Good Practice work and Policy & Advocacy work. IDEA received Erasmus+ restricted funding for the Code of Good Practice work to be trialed in another European country. The total of this grant is €60,000 to be split with Latvian partner LAPAS in 2025. Having completed donor funded programmes of activities this year as agreed, IDEA is left with a restricted reserve balance of €Nil at the year end. Total spend for the year amounted to €609,761, comprising €580,967 of restricted expenditure and supported by €28,794 of unrestricted expenditure.

Sustainability of Funding

IDEA continues to work in partnership with Irish Aid to grow the implementation of our programme, which has led to both increased funding year on year and the signing of a new Strategic Partnership Agreement in 2022 that will run until 2026. Substantial additional funding has been secured in the past from the European Union, and we remain active in seeking out new opportunities. While IDEA operates in a restricted funding space, with opportunities to obtain substantial additional funding from such donors arising only every few years, the organisation has shown a good success rate in the past. IDEA continues to monitor the pipeline of such multi-annual funding, applying where the funding will align with our vision and mission. There may be

external market risks that could impact IDEA's work in the future. IDEA maintains a Reserves Policy to support the underlying financial security of the organisation.

Reserve Policy and Position

IDEA maintains a reserves policy. The policy was adopted by the National Council in 2022 with an annual review. Given the risk appetite in IDEA, it is considered prudent to hold reserves at a level equivalent to three months expenditure based on the budgeted future annual expenditure as planned for in the annual budget. As such this figure will change from year to year.

However, this basis is an adequate level of funds that could be used to finance ongoing work of IDEA

- should difficulties arise in cash flow from existing donors
- if there is a reduction in such funding and other sources found or
- if unanticipated events arise for which donor funding is not available.

In addition to this, IDEA could also leverage some of these reserves as co-financing for future projects.

IDEA aspires to maintaining reserves i.e. (the unrestricted funds not committed or invested in tangible fixed assets held by IDEA) at a level equivalent to 3 months budgeted recurring expenditure.

At the end of the financial year 2024, IDEA has unrestricted reserves of €141,250, which equate to 3 months budgeted recurring expenditure in 2025.

The Governance and Finance subcommittee will as part of its meeting schedule review the reserves level and report to the National Council on whether the target for unrestricted funds is being met.

Investment Policy

While IDEA utilizes the services of a major Irish bank, Allied Irish Bank, for day-to-day banking, IDEA does not hold any assets for the purposes of investing. Therefore, the organization does not have an investment policy.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Irish Development Education Association (IDEA) C.L.G. subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)
- The Charities Governance Code

Political Donations

There were no political donations in 2024 and as a result no disclosures are required under the Electoral Act, 1997.

Research and Development

The company was not involved in research and development during the current or preceding financial year.

Branches outside the state

The company did not have any branch operating outside the state in the current or preceding financial year.

Post Balance Sheet Events

There have been no significant events affecting the company since the financial year end.

Taxation Status

The company is a registered charity under the Taxes Consolidation Act 1997, with a charity number of CHY 16504. As such the company is exempt under Sections 76 and 78 Taxes Consolidation Act 1997, from corporation tax arising on any surplus of income arising.

The Auditors

Roberts Nathan resigned as auditors during the financial year and the trustees appointed Baker Tilly Ireland Audit Limited, (Chartered Certified Accountants), to fill the vacancy.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.



Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 6 Gardiner Row, Dublin 1.

Approved by the Board of Trustees on 24/07/2025 and signed on its behalf by:

Bobby McCormack
(Chairperson)
Director

Martina Ryan-Doyle
(Treasurer)
Director

20 YEARS IN 20 OBJECTS



In 2024, as part of the 20th anniversary of IDEA, developmenteducation.ie curated a mini exhibition to celebrate the history of the organisation and our members. It was displayed for attendees at our annual conference this year.



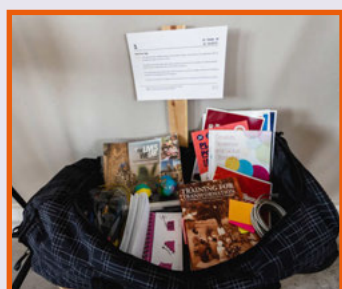
1. Emergency Exit Ladder - 2009

"IDEA's first office was at 5 Merrion Row, Dublin, in an old tenement-style building that was converted where we rented the top floor (the Latin America Solidarity Centre were our neighbours below). There was no running water in our office or fire escape for the whole building. This ladder was bought so that in the event of a fire, the staff could hang this ladder out the window and climb down to safety. Not very reassuring for new staff during induction!" - Anecdote courtesy of Elaine Mahon, current IDEA staff member.



2. Fairtrade Plate - 2010

From the beginning, IDEA was always active in supporting campaigns, actions and initiatives that support a fairer, more just world. As one of the longest running ethical consumption campaigns in the world, Fairtrade soon became part of everyday purchasing in IDEA. Two of these plates were purchased as a way to support solidarity work in practice, from the engine room in IDEA where meeting, eating and sharing ideas for change happens every day: the kitchen. This ethical procurement is a mainstay in IDEA and our participants are served a meat-free menu at every IDEA event.



3. Matthias' Bag - 2009

IDEA's second director Matthias Fiedler may have had the longest running impact on the organisation when he purchased this bag for the office in 2009. This bag has accompanied IDEA staff to every workshop, event, activity and conference in Ireland and abroad. As an output that exists outside of early results frameworks and recent RF updates, an estimate of the distance covered by the IDEA bag has yet to be calculated. A long way from retirement, the bag was used to bring items to the annual conference too, on IDEA's 20th anniversary.



4. Torches to Light the Way - 2015

Over 150 people from all walks of life gathered on the Millennium Bridge in Dublin on 25 September 2015 to join citizens around the world in calling on governments to commit to the new Sustainable Development Goals and tackle the most urgent issues of our time – poverty, inequality and climate change. Members of the coalition supporting #LightTheWay included the Irish Development Education Association (IDEA), Dóchas's members, the National Youth Council of Ireland and in particular the Young Global Advocates of our EU-funded project "Challenging the Crisis".



5. Development Education in Ireland Report - 2015

The Development Education in Ireland Report was the first report of its kind when it was published in 2015. It presented an overview of Development Education actors, activities and teaching resources on the island of Ireland. It was the first in a series of reports to be published by the Irish Development Education Association (IDEA). This report mapped out the Development Education Sector, providing examples of Development Education being done in different areas by the 100+ members of IDEA, outlined the sources of funding for the sector, and laid out the priorities for the sector for 2016–2020.



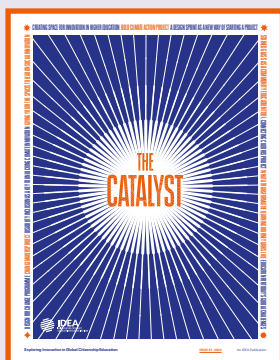
6. Constitution & Memorandum and Articles of Association of IDEA - 2007

These key formal documents brought the concept of the Irish Development Education Association (IDEA) into reality as a collective representative voice for the Development Education sector. This was a major stepping stone in formalising the space for IDEA and its members to be heard.



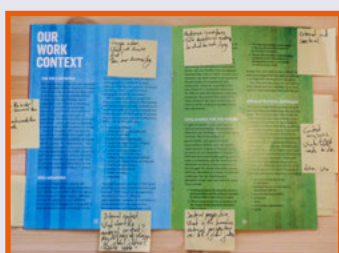
7. IDEA Annual Report - 2007

The first official annual report in 2007 was another momentous step for the organisation. Three years on from the establishment of IDEA and the annual report showcased the dedication and sincerity of the organisation to continue to formalise and legitimise itself on behalf of the members. There are still some familiar names remaining throughout this short report.



8. 'The Catalyst' Magazine - 2024

What happens when young people are given the tools to lead on social innovations? How can stained glass be used as community education tool? Is disability inclusion the key to unlocking more climate innovation? Born out of a desire to celebrate the inspirational work of members of IDEA, The Catalyst magazine is an attempt to capture the combined expertise of a diverse education sector across formal, non-formal and informal education in Ireland. It spotlights the spirit of innovation in Global Citizenship Education practice in Ireland and builds a new tradition in storytelling that goes beyond the surface.



9. IDEA's Strategic Plan 2011-2014 with Frank's original notes - 2013

As the IDEA strategic plan for 2011-2014 was underway, we can see the original notes and comments from former director of IDEA, Frank Geary, setting out the strategic approach of the organisation at this pivotal time for the sector. This was a crucial time for the sector as the shadow of the financial crisis of 2008-9 was still felt across Ireland for many years. The process to develop this strategy paper was essential for IDEA members to articulate their concerns and to strengthen the support to the development education sector in the shadow of austerity measures, cutbacks and bank bailouts.



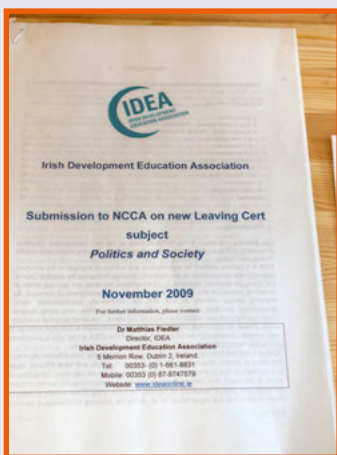
10. O'Malley Kenny Report - 2002

Development Education in Ireland: Challenges and Opportunities for the Future authored by Siobhan O'Malley of Galway Rural Development and Michael Kenny of NUI Maynooth was commissioned by the Dóchas Development Education Action Group to obtain an overview of development education across the Ireland of Ireland based on 253 active groups active on these issues. It was published during the early years of the internationally agreed seven Millennium Development Goals and sought to identify gaps, needs and opportunities in the sector for planning strategic interventions. Among its recommendations was that the sector should take a leading role in developing a strategic plan that would 'propose a vision that will unify and or sectionalise the development education sector.' The formative discussions that arose from the 'O'Malley Kenny Report' led to the establishment of the Irish Development Education Association (IDEA), just one year after its publication.



11. Code of Good Practice for Development Education Poster - 2019

The Code of Good Practice for Development Education is the result of a collaboration between Irish Development Education Association members and is a tool for mainstreaming GCE for civil society organisations. It builds on the work carried out by IDEA members and partners through the creation of Good Practice Guidelines for various areas of educational work, for example, for Adult and Community education and for Formal Education. By 2024, 52 organisations and groups were members of the Code of Practice for Development Education. It is the first of its kind and won an award from GENE for Quality & Innovation in Global Education. Its implementation is ongoing and there are plans to bring it to Global Citizenship Education actors in other countries.



12. CSPE short course submission to the NCCA - 2014

Working groups are the engine room of IDEA as a member's space. With three active working groups in place, members meet, review and prepare responses to a range of happenings each year, including an average of 4 policy submissions a year that relate to emerging government strategies, formal and non-formal curriculum reform opportunities. This policy submission, led by members of the Formal Education Working Group (FEWG) built on previous submissions and messages in other curriculum areas from civics education right across secondary school level. Members of this group advocated for the introduction of Politics and Society since the early days of IDEA, reflecting the journey and 'struggle' for change in public education work.



13. **SDG Badge - 2016**

The 2023 Sustainable Development Goals summit involved the presentation of a political declaration to all of the member states in the United Nations, in New York, September 2023. This process was chaired by Ireland and Qatar, and was a leadership moment for the Irish Government's engagement in facilitating and driving the development of the SDGs. IDEA, along with other civil society actors, were there to meet government officials at the UN and call on Ireland to show both global leadership and ensure national implementation of the SDGs. Frank Geary wore this SDG badge to the events and wore it regularly during his time as IDEA Director. 10 years prior to this, IDEA members participated in consultations, called The World We Want, that were facilitated to replace the Millennium Development Goals which expired in 2015. Irish civil society members agreed on 5 priorities to dive into this process in 2013, which led towards the post-2015 framework known as the Sustainable development Goals.



14. **Peters Projection Map - 2003**

The Gall-Peters Projection map presents countries in their true proportion to one another. It has been adopted by the UN, aid agencies, schools and businesses around the world as a critical tool for education work. Distortion is a common feature in the production of maps, whether they distort geographic features, distances, and directions in some way. Maps not only represent the world, but they also shape the way we see it. It is a simple way to introduce critical thinking, a core tenet of Development Education. When not in use in workshops this map can be seen on the walls of the IDEA office.



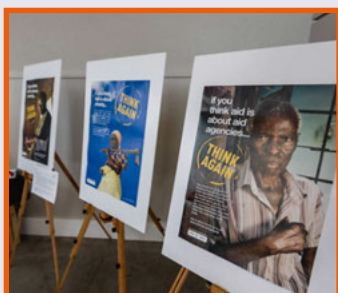
15. **Challenging the Crisis T-shirt - 2015**

Challenging the Crisis: promoting citizens' engagement in a time of uncertainty was a 3-year project led by IDEA in Ireland with partners in 5 other EU countries – Portugal, Italy, Slovenia, Spain and Greece. The project was hugely innovative because it aimed to do Development Education in the countries most impacted by austerity and the financial crisis in Europe (known as the PIIGS). It was one of the only projects funded by the European Commission which focused solely on countries in the 'Global North'. The overall objective of 'Challenging the Crisis' was to contribute to a more just and sustainable world through awareness raising and empowering EU citizens as global development advocates and through a campaign designed and implemented by young adults in the countries involved on the theme of 'Social & Solidarity Economy'.



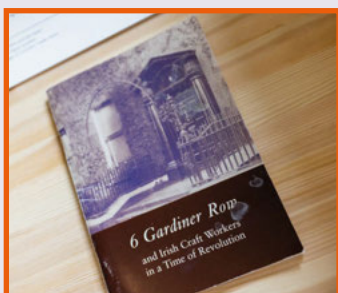
16. 'Citizens of the World' Annual Conference, Graphic Harvest – 2013

Graphic recording is also referred to as live illustration, graphic harvesting, scribing, sketch noting or visual notetaking. IDEA has always embraced the chance to pioneer new techniques and practices. When artist and staff member Eimear McNally suggested trying to summarise IDEA's conference using a 'graphic harvest' method the practice was trialled, deemed a huge success and has been used in many events and projects of IDEA's ever since.



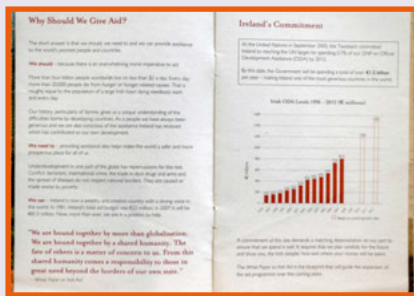
17. 'Think Again' Poster Series – 2010

The 3 posters in the Think Again series were produced as part of a joint public awareness campaign to encourage debate and discussion about Ireland's role and place in international development. Using photographs from Zambia-based photographer Garreth Bentley, the campaign sought to challenge the reader by introducing three people from Zambia making eye contact in a striking pose, avoiding common clichés when representing aid, charity and poverty. The posters were distributed to schools, universities and community organisations. This campaign was developed in the context of promoting the Irish public to actively engage on targets and progress of Ireland's engagement with the Millennium Development Goals.



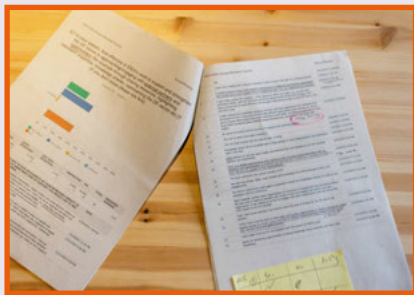
18. Booklet on the history of 6 Gardiner Row - 2010

This booklet presents a comprehensive history of '6 Gardiner Row' which was built c.1765 and is an integral part of Dublin's architectural, political and social history. The building has played many roles; housing leading members of the ruling elite in the 18th Century, a lodging house, a centre of Irish revolutionary activity by leaders such as Countess Markievicz and Michael Collins, the base of Irish Craftworkers Union in 1920 and is currently home to IDEA and Connect Trade Union representing electricians and engineers. The work of IDEA builds on the campaigns, lessons and restless struggles of those who showed the way in making the world around Gardiner Row better now and for future generations.



19. Summary of the Government White Paper on Irish Aid - 2006

The first five years of IDEA took place at a crucial moment of ambition and supportive policy space for development education activity. It included a commitment to understand how aid works and to support public ownership for the aid programme, led by the Department of Foreign Affairs. The two pages exhibited are a summary from Ireland's first ever White Paper on Irish Aid: 'a significant milestone in the thirty-two-year history of our aid programme', as Ministers Dermot Ahern and Conor Lenihan wrote in the preface. Published two years before the Irish banking crisis in 2008, the White Paper reflects the outcome of two decades of continuous campaigning by members of the NGO alliance Campaign-Aid and Comhlámh, which aimed 'to put foreign policy issues such as development co-operation and action for international economic justice high on the Irish political agenda'. The target of reaching the UN target of 0.7 percent GNP has been recast within the context of new 'Sustainable Development Goals', to be achieved by 2030, which IDEA members continue to call for.



20. Annual Members Survey - 2004 to 2024

A seemingly ordinary activity, at the heart of the members survey is an invitation to listen. The IDEA Annual Members Survey has become a regular feature on the yearly roster of activities for members. From freelancers to teams working across organisations in different contexts, the range of people active on development education in Ireland is diverse. Summarising feedback from the current year and incorporating critical feedback into the workplan for the following year is a tricky business but also a core foundation of IDEA's work. As many people prepare for annual leave in December a question in the last dash flurry at the desk lingers....have YOU completed the IDEA Annual Members Survey?

2. Trustees' Responsibilities Statement

for the financial year ended 31 December 2024

The trustees, who are also directors of Irish Development Education Association (IDEA) C.L.G. for the purposes of company law, are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the trustees as the directors to prepare financial statements for each financial year. Under the law the trustees have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

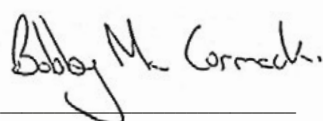
The trustees confirm that they have complied with the above requirements in preparing the financial statements.

The trustees are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Trustees' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

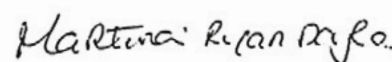
In so far as the trustees are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Trustees on 24/07/2025 and signed on its behalf by:



Bobby McCormack
(Chairperson)
Director



Martina Ryan-Doyle
(Treasurer)
Director

3.1 Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Irish Development Education Association (IDEA) C.L.G. ('the Charity') for the financial year ended 31 December 2024 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2024 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' 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 the date when the financial statements are authorised for issue.

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

Other Information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Trustees' Annual Report is consistent with the financial statements;
- the Trustees' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Trustees' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of trustees' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the charity. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees' Responsibilities Statement set out on page 32, the trustees are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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 trustees 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 they 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 (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Further information regarding the scope of our responsibilities as auditor

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the charity's members, as a body, in accordance with Section 391 of the Companies Act 2014. 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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Brendan Kean

for and on behalf of Baker Tilly Ireland Audit Limited

Chartered Certified Accountants and Statutory Audit Firm, 9 Exchange Place, International Financial Services Centre, Dublin 1

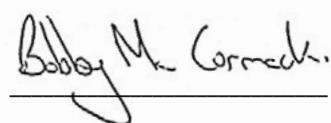
3.2 STATEMENT OF FINANCIAL ACTIVITIES

for the financial year ended 31 December 2024

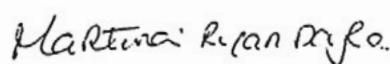
		Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023
	Notes	€	€	€	€	€	€
Income							
Voluntary Income	9.1	21,921	580,967	602,888	25,938	586,267	612,205
Other income	9.2	3,568	-	3,568	5,568	-	5,568
Total incoming resources		25,489	580,967	606,456	31,506	586,267	617,773
Expenditure							
Charitable activities	10.1	19,902	580,967	600,869	4,501	586,267	590,768
Other expenditure	10.2	8,892	-	8,892	-	-	-
Total Expenditure		28,794	580,967	609,761	4,501	586,267	590,768
Net incoming/ outgoing resources before transfers		(3,305)	-	(3,305)	27,005	-	27,005
Gross transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		(3,305)	-	(3,305)	27,005	-	27,005
Reconciliation of funds:							
Total funds beginning of the year	18	144,555	-	144,555	117,550	-	117,550
Total funds at the end of the year		141,250	-	141,250	144,555	-	144,555

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

Approved by the Board of Trustees on 24/07/2025 and signed on its behalf by:



Bobby McCormack (Chairperson)
Director



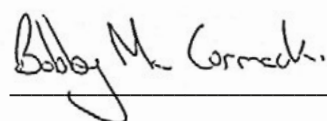
Martina Ryan-Doyle (Treasurer)
Director

3.3 BALANCE SHEET

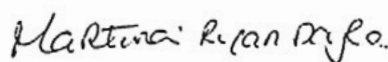
as at 31 December 2024

	Notes	2024 €	2023 €
Current Assets			
Debtors	14	2,166	2,166
Cash at bank and in hand	15	222,006	200,598
		<u>224,172</u>	<u>202,764</u>
Creditors: Amounts falling due within one year	16	(82,922)	(58,209)
Net Current Assets		<u>141,250</u>	<u>144,555</u>
Total Assets less Current Liabilities		<u>141,250</u>	<u>144,555</u>
Funds			
General fund (unrestricted)		141,250	144,555
Total funds	18	<u>141,250</u>	<u>144,555</u>

Approved by the Board of Trustees on 24/07/2025 and signed on its behalf by:



Bobby McCormack (Chairperson)
Director



Martina Ryan-Doyle (Treasurer)
Director

3.4 STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		<u>(3,305)</u>	<u>27,005</u>
Movements in working capital:		(3,305)	27,005
Movement in debtors		-	45
Movement in creditors		<u>24,713</u>	<u>(37,717)</u>
Cash generated from/(used in) operations		<u>21,408</u>	<u>(10,667)</u>
Net increase/(decrease) in cash and cash equivalents		21,408	(10,667)
Cash and cash equivalents at the beginning of the year		<u>200,598</u>	<u>211,265</u>
Cash and cash equivalents at the end of the year	15	<u>222,006</u>	<u>200,598</u>

3.5 NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Irish Development Education Association (IDEA) C.L.G. is a company limited by guarantee incorporated in Ireland. The registered office of the company is 6 Gardiner Row, Dublin 1 which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102 and with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014. They comply with the financial reporting standards of the Accounting Standards Board, as promulgated by Chartered Accountants Ireland. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charitable company's financial statements.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2024 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Income

Voluntary income or capital is included in the Statement of Financial Activities when the charity is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate

receipt. Entitlement to legacies is considered established when the charity has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.



IDEA members participating in a workshop at the IDEA Annual Conference 2024.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro- rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

Financial Instruments

The company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for all of its financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash and cash equivalents, short-term deposits and investments in corporate bonds, are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a

financing transaction. Where the arrangement constitutes a financing transaction the resulting financial asset is initially measured at the present value of the future receipts discounted at a market rate of interest for similar debt instrument.

Trade and other debtors, cash and cash equivalents, investments in corporate bonds and financial assets from arrangements with constitute financing transactions are subsequently measured at amortised cost using the effective interest method.

At the end of each financial year financial assets measured at amortised cost are assessed for objective evidence of impairment. If there is objective evidence that a financial asset measured at amortised cost is impaired an impairment loss is recognised in profit or loss. The impairment loss is the difference between the financial asset's carrying amount and the present value of the financial assets estimated cash inflows discounted at the asset's original effective interest rate.

If, in a subsequent financial year, the amount of an impairment loss decreases and the decreases can be objectively related to an event occurring after the impairment was recognised the previously recognised impairment loss is reversed. The reversal is

such that the current carrying amount does not exceed what the carrying amount would have been had the impairment loss not previously been recognised. The impairment reversal is recognised in profit or loss.

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price.

Such financial assets are subsequently measured at fair value and the changes in fair value are recognised in profit or loss, except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are subsequently measured at cost less impairment.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of ownership of the financial asset are transferred to another party or (c) control of the financial asset has been transferred to another party who has the practical ability to unilaterally sell the financial asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other creditors, bank loans, loans from fellow group companies and preference shares, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial liability is initially measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Trade and other creditors, bank loans, loans from fellow group companies, preference shares and financial liability from arrangements which constitute financing transactions are subsequently carried at amortised cost, using the effective interest method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is possible that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is

probable that some or all of the facility will be drawn down, the fee is treated as a prepayment for liquidity services and amortised over the period of the facility to which it relates.

Preference shares, which result in fixed returns to the holder or are mandatorily redeemable on a specific date, are classified as financial liabilities. The dividends on these preference shares are recognised in profit or loss within 'interest payable and similar charges'.

Trade creditors are obligations to pay for goods or services that have been acquired on the ordinary course of business from suppliers. Trade creditors are classified as due within one year if payment is due within one year or less. If not, they are presented as falling due after more than one year. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Pensions

The pension costs charged to the Financial Statements represent the contribution payable by the company during the year.

Employee benefits

The company provides a range of benefits to employees, including paid holiday arrangements and defined contribution pension plans.

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

Basis of Preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice (Charities SORP in accordance with FRS 102, effective January 2019) and with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014. They comply with the financial reporting standards of the Accounting Standards Board, as promulgated by Association of Chartered Certified Accountants. The following accounting policies have been applied consistently in dealing with items

which are considered material in relation to the charitable company's financial statements.

Leasing

Rentals payable under operating leases are dealt with in the income and expenditure account as incurred over the period of the rental agreement.

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

3. GOING CONCERN

The Financial Statements have been prepared on the going concern basis which assumes the entity will continue in operational existence for the foreseeable future and for at least a period of 12 months from the date of approval of the Financial Statements. Irish Development Education Association (IDEA) C.L.G. recorded a deficit for the year of €3,305 and has unrestricted reserves amounting to €141,250 and €Nil restricted reserves. The deficit is as a result of the deferral of a portion of membership income to align the membership income with the period of the membership along with additional costs due to staffing changes.

The Directors have considered the financial position and trading performance of the charity. They have prepared prudent and conservative cashflow forecasts, for the 12 months from the date of approval of the financial statements, which indicate that the charity will show a surplus for the years ended 31 December 2025 and 31 December 2026. On reviewing the year-

to-date activities, the charity is currently on track to achieve the budgeted targets. To the date of the approval of the financial statements there has been no indication from funders of a reduction in the funding allocated to Irish Development Education Association (IDEA) CLG for the year ended 31 December 2025 and 31 December 2026. The directors are satisfied that the charity has the necessary resources to continue trading for the foreseeable future and accordingly they believe that it is appropriate for the Financial Statements to be prepared on a going concern basis.

4. CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATES

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(a) Provision for doubtful debts

The company makes an estimate of the recoverable value of trade and other debtors. The company uses estimates based on historical experience in determining the level of debts, which the company believes, will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. Any significant reduction in the level of customers that default on payments or other significant improvements that resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results. The level of provision required is reviewed on an on-going basis.

5. IRISH AID GRANT

During 2024, Irish Aid approved a grant of €548,000 under the Global Citizenship Education Strategic Partnership for the 12 months ended 31st December 2024. As at the reporting date, €0 of the grant income received has been deferred.

6. TRÓCAIRE GRANT

During 2024, Trócaire approved a grant of €4,500 under the Connecting for Impact Strategic Partnership.

7. CONCERN GRANT

During the year 31st December 2022, Concern approved a grant of €15,000 under the Development Education Grants Scheme in which the full amount of €15,000 was deferred in 2022 and in 2023. This has been recognised for the year ended 31st December 2024. During the financial year 2024, Concern approved a grant of €15,000 under the same scheme. The full amount of €15,000 was unspent during the year and was deferred at the year end.

8. ANALYSIS OF INCOME- RESTRICTED

	2024 €	2023 €
Irish Aid	565,967	586,267
Concern	15,000	-
	580,967	586,267

ANALYSIS OF INCOME- UNRESTRICTED

	2024 €	2023 €
Trócaire	4,500	4,500
Membership	16,303	20,942
Conferences, Training and Events	3,568	5,568
Other IDEA Income	1,118	496
	25,489	31,506

9. INCOME

9.1 DONATIONS AND LEGACIES

	Unrestricted Funds €	Restricted Funds €	2024 €	2023 €
Membership	16,303	-	16,303	20,942
Grants	5,618	580,967	586,585	591,263
	21,921	580,967	602,888	612,205

9.2 OTHER INCOME	Unrestricted Funds	Restricted Funds	2024	2023
	€	€	€	€
Event Income	<u>3,568</u>	<u>-</u>	<u>3,568</u>	<u>5,568</u>

10. EXPENDITURE

10.1 CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2024	2023
	€	€	€	€	€
Capacity Development – Restricted	281,088	-	10,803	291,891	263,243
Engagement beyond the DE sector – Restricted	129,374	-	-	129,374	160,698
Engagement within the sector – Restricted	89,600	-	15,592	105,192	112,382
Programme Quality Costs – Restricted	7,070	-	-	7,070	7,763
Overhead – Restricted	28,171	-	18,328	46,499	46,682
Travel – Restricted	941	-	-	941	-
Capacity Development - Unrestricted	17,226	-	-	17,226	-
Engagement beyond the DE sector - Unrestricted	-	-	-	-	-
Engagement within the sector - Unrestricted	2,676	-	-	2,676	-
Programme Quality Costs - Unrestricted	-	-	-	-	-
Overhead - Unrestricted	-	-	-	-	-
Travel – Unrestricted	-	-	-	-	-
	<u>556,146</u>	<u>-</u>	<u>44,723</u>	<u>600,869</u>	<u>590,768</u>

10.2 OTHER EXPENDITURE	Direct Costs	Other Costs	Support Costs	2024	2023
	€	€	€	€	€
Non charitable expenditure	<u>8,892</u>	<u>-</u>	<u>-</u>	<u>8,892</u>	<u>-</u>

10.3 SUPPORT COSTS	Charitable Activities	2024	2023
	€	€	€
Governance - Audit Costs	7,646	7,646	6,310
Governance - Bank Charges	826	826	525
Support - IT Support	7,906	7,906	4,686
Governance - Salaries	15,592	15,592	11,496
Support - Salaries	10,803	10,803	7,740
Support - Payroll Costs	1,950	1,950	1,196
	<u>44,723</u>	<u>44,723</u>	<u>31,953</u>

11. NET INCOME

	€	€
Net Income is stated after charging/(crediting):		
Operating lease rentals		
- Land and buildings Auditor's remuneration:	15,320	15,455
- audit services	7,646	6,310

12. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive trustees) during the financial year was as follows:

	2024 Number	2023 Number
Management	1	1
Programme Staff	6	6
	7	7

The staff costs comprise:	2024	2023
	€	€
Wages and salaries	276,339	300,212
Social security costs	30,753	32,799
Pension costs	16,373	14,692
	323,465	347,703

13. There are no employees who received employee benefits in excess of €60,000 for the reporting period.

14. DEBTORS

	2024 €	2023 €
Other debtors	2,166	2,166
	2,166	2,166

15. CASH AND CASH EQUIVALENTS

	2024 €	2023 €
Cash and bank balances	222,006	200,598

16. CREDITORS

	2024	2023
	€	€
Amounts falling due within one year		
Taxation and social security costs	7,115	6,463
Other creditors	1,257	2,499
Accruals	11,657	16,280
Deferred Income	62,893	32,967
	82,922	58,209

Trade and other creditors are payable at various dates over the coming months in accordance with the suppliers' usual and customary credit terms.

Taxes including social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

The term of the accruals are based on the underlying contracts.

17. RESERVES

	2024	2023
	€	€
At the beginning of the year	144,555	117,550
(Deficit)/Surplus for the financial year	(3,305)	27,005
At the end of the year	141,250	144,555

18. FUNDS

18.1 RECONCILIATION OF MOVEMENT IN FUNDS	Unrestricted Funds	Total Funds
	€	€
At 1 January 2023	117,550	117,550
Movement during the financial year	27,005	27,005
At 31 December 2023	144,555	144,555
Movement during the financial year	(3,305)	(3,305)
At 31 December 2024	141,250	141,250

18.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2024	Income	Expenditure	Transfers between funds	Balance 31 December 2024
	€	€	€	€	€
Concern	-	15,000	15,000	-	-
Irish Aid	-	565,967	565,967	-	-
	-	580,967	580,967	-	-
Unrestricted funds					
Unrestricted Funds	144,555	25,489	28,794	-	141,250
Total funds	144,555	606,456	609,761	-	141,250

18.3 ANALYSIS OF NET ASSETS BY FUND

	Current assets	Current liabilities	Total
	€	€	€
Restricted funds	76,893	(76,893)	0
Unrestricted general funds	147,279	(6,029)	141,250
	224,172	(82,922)	141,250

19. STATUS

The charity is limited by guarantee not having a share capital. The company was granted charitable status in 2018. The company's Registered Charity Number is 20144517 and its CHY number is 16504.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

20. OPERATING LEASE COMMITMENTS

At 31 December 2024 the company had annual commitments under non-cancellable operating leases as follows:

	2024 €	2023 €
Within one year	17,160	15,600
Between one and two years	34,320	-

21. RELATED PARTY TRANSACTIONS

No director has received payment in respect of services to the company, nor by way of reimbursement of expenses incurred in the provision of their duty as a director during the year under review or in the preceding financial year.

The company has no other related parties.

22. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the company since the financial year end.

23. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Trustees on

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