

Annual Report

Of the Mediators Institute of Ireland

2024

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1. Introduction

The Mediators' Institute of Ireland (MII) journeyed through a year of transformative change in 2024, marked by significant progress in key strategic areas, including governance restructuring, strategic partnerships, providing key learning and support opportunities for our members and contributing to the development of the Mediation Council.

Driven by a commitment to excellence, inclusion, and collaboration, the MII Council implemented key initiatives and navigated a changing landscape for the mediation profession in Ireland. This report details the major activities, accomplishments, challenges, and future directions of the MII Council during this pivotal year. Notable achievements include the appointment of a new CEO, Sue Cogan, to lead the organisation; active participation in the establishment of the Mediation Council and the development of a strategic partnership with the Irish Red Cross to provide mediation services and training. The MII also progressed with the Shared Island Project, strengthening connections and fostering collaboration with mediators in Northern Ireland, and prioritised the development of a more inclusive and diverse mediation community through its new Equality, Diversity and Inclusion Committee. Following active work across 2023, the MII rolled out its new website in 2024.

There have also been challenges for MII, including continued pressure on our cost base. This has led to a decision to increase fees for 2025.

This report provides a comprehensive account of these activities, offering insights into the MII's commitment to supporting its members, advancing the profession, and expanding access to quality mediation services across Ireland.

2. The Structure of MII

The MII's organisational structure underwent significant changes in 2024, following an Extraordinary General Meeting (EGM).

This new structure defines the roles, responsibilities, and interactions between the Executive and the Council.

The **Executive** serves as the primary decision-making body within the MII, responsible for strategic leadership and the organisation's overall direction. The Executive is comprised of seven core members:

- the President,
- Deputy/President Elect,
- Hon. Secretary,
- Hon. Treasurer,
- Registrar, and
- the Chairs of the three standing committees – Accreditation Policy Committee (APC), Ethics and Standards, and Governance.

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In addition to these core members, the Executive may appoint up to two additional members, who do not hold Director or Trustee positions, and has the option to invite the previous President to participate in meetings. This structure allows for a blend of experience, continuity, and diverse perspectives in executive decision-making. The Executive is also responsible for reporting any strategic developments to the Council, which acts as a broader representative body within the MII. The Council is comprised of 22 members, with 20 directly elected by the MII membership and two co-opted by the Council itself. The Council plays a key role in ensuring broader member representation and providing input on strategic matters. The sources also highlight the importance of clear voting procedures for both the Executive and the Council, with provisions for casting votes by the chairpersons to resolve any ties, ensuring a fair and decisive decision-making process.

Our Council

As of the date of this report, the members of Council are:

- Executive
 - Ber Barry-Murray, President
 - Orla Tompkins, Hon. Secretary
 - Joe Coleman, Hon. Treasurer
 - Denis Blanch, Registrar
 - Dr Treasa Kenny, Director of Accreditation & EU Commission Mediation Curriculum Project & Evaluation
 - Polly Phillimore, Chair of Ethics and standards
 - Bob Cree-Hay, Director of Governance
- Sector Leads
 - Tony Davis, Community incl. Restorative Justice
 - Rónán O'Brien, Community
 - Niamh Fitzpatrick, Organisation & Workplace
 - Mary Flanagan, Environment inc. Agriculture, Agri-Food
 - Siún Kearney, Family
 - Enda Young, Business & Commercial
- Initiatives:
 - Scott Alexander, Conference Director
 - Susan Vimbai Chauke, Equality, Diversity and Inclusion Liaison
 - Anna Doyle International Networking Liaison
 - Noreen Fitzpatrick, Membership and Members Services
 - Andrea O'Neill, Irish Red Cross Collaboration & Development

The Executive are the Board of the Mediators Institute of Ireland. As per the Charities Regulator Ireland, the executive has several key functions. They are responsible for ensuring that the MII comply with its governance documents and manages its finances effectively. The executive must ensure that the MII carries out its function for the public benefit. Members of the executive must act in the best interest of the MII, exercising reasonable care and skill in their duties. They must promote compliance of the Charities Act 2009 and ensure that there is public trust and confidence in our management and ensure accountability to our members.

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The Council of the Mediators Institute of Ireland (MII) plays a pivotal role in directing the vision, strategy, and initiatives of the organisation. As the broader representative body within the MII, the Council ensures that the diverse perspectives of its members are reflected in the strategic direction of the MII. The Council implement key initiatives, navigate the evolving landscape of the mediation profession, and ensure that the MII remains committed to excellence, inclusion, and collaboration. The Council's functions include providing input on strategic matters, ensuring broader member representation, and supporting the development of initiatives that advance the profession and expand access to quality mediation services across Ireland.

Our Staff

At the heart of the Mediators Institute of Ireland's operations lies the unwavering dedication and efforts of our CEO, office manager and newsletter co-ordinator.

- Sue Cogan, CEO
- Alison Martin, Office Manager,
- Pauline Eustace, Newsletter Co-Ordinator.

Each day, they surpass expectations, going above and beyond the typical responsibilities associated with their roles. Their tireless commitment not only enhances the functioning of MII but also serves to support and assist our valued members.

Our members

As at the time of writing this report, our membership numbers are 710 members in the following categories:

Category	Number
Advanced Member	57
Member	588
Organisation Affiliate	13
General Affiliate	3
Trainee Affiliate	23
Community Mediation Service Provider	26
Grand Total	710

Our members are the backbone of the Mediators' Institute of Ireland (MII). They diligently engage in mediating conflicts daily, both on a national and international scale, making a profound difference in the lives of many. Throughout the year, teams of our members assisted in various activities, contributing their time and expertise to support the MII's initiatives and goals. Their unwavering dedication and commitment to the field of mediation are instrumental in advancing the profession and expanding access to quality mediation services across Ireland. A huge thank you to all of you for the incredible work you do!

The Triple Lock Award to MII from the Charities Regulator.

Following the work of our CEO, Sue Cogan, the MII have been awarded the Triple Lock Status within the Charities Regulator. The Charities Regulator Triple Lock is a standard that ensures charities operate with the highest levels of transparency, accountability, and governance. To achieve Triple Lock status, a charity must adhere to three key principles: transparent reporting,

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good fundraising practices, and strong governance structures. This includes preparing a trustees' annual report and financial statements in full compliance with the Charity SORP (Statement of Recommended Practice under FRS102), adopting the Guidelines for Charitable Organisations on Fundraising from the Public, and formally adopting the Charities Governance Code. By meeting these standards, the MII has demonstrated our commitment to openness, integrity, and public trust, thereby providing assurances to our members and to the public.

Our meetings:

Each week the CEO and President meet to discuss MII operational issues. In addition, the CEO meets with the Hon Secretary, Registrar, Treasurer and other council members as necessary.

We are compliant with the Charities Regulator and all our documentation has been submitted.

This year the **Executive Meetings** were held on:

- 8th January
- 19th February
- 15th April
- 27th May
- 26th August
- 29th October

This year the **Council Meetings** were held on:

- 15th January
- 24th February
- 29th April
- 10th June
- 2nd September
- 4th November

3. Our Strategy

The MII's strategy centres on expanding access to high-quality mediation services across Ireland. Our strategy plan outlines our vision for the future of mediation in Ireland. Building on the successes of the previous thirty years, this plan aims to further develop mediation practices and standards across various sectors.

Our Mission Statement

Our mission is to be the membership organisation of choice for mediators in Ireland. We will achieve this by providing excellence in the development of best practice standards and regulation. We will support our members across all sectors of mediation. We will seek to promote mediation as an optimal solution for dispute resolution, restoring relationships, promoting harmony and putting the parties in the centre of the resolution. We will continue to work to promote Ireland as a centre of excellence for Mediation.

Our Values

Respect – We respect, treat equally and with dignity the public, our members, other stakeholders, and everyone with whom we engage.

Accountability – We are accountable for our processes, decisions and our professional conduct.

Pride and Commitment – We take pride and are committed to achieving and maintaining high quality standards for the public and our accredited mediators.

Integrity – We are honest and accountable. We strive to ensure fairness. We will ensure value in the manner we offer our services to our members.

Enrichment – We will enrich the practice and accessibility to mediation by demonstrating leadership, positivity and a quality to our work and engagement with stakeholders.

Openness and Transparency – We are open and transparent with our decisions, and in our communications and dealings with the public, our members and other stakeholders.

Collaboration – We work in partnerships and consultations with stakeholders across society to seek the achievement of shared objectives.

Learning – Recognising that knowledge and agility are key to the organisation's future, we foster a culture of learning (including specialist learning), development, innovation and problem solving.

Influence – We seek to maximise our influence in the promotion of mediation, its attributes and its accessibility across society.

Peace – We aim to combine courage, creativity, trust and competence so as to contribute to promoting peaceful dialogue and enable the peaceful resolution of conflicts and disputes through mediation.

Equality, Diversity & Inclusion - We uphold high standards of equality, diversity and inclusion and promote a sense of belonging, whilst reaching out beyond thresholds to align our profession with best global practices in mediation.

Sustainability – We seek to promote environmental sustainability in our lives and in our work as mediators, including the design and implementation of all our mediation activities, so as to protect the planet and its resources, both now and in the future

Our Mediation Principles

MII mediators are encouraged to uphold the principles of:

- Independence,
- Neutrality,
- Impartiality
- Confidentiality

and to conduct all mediation work in a manner that respects the

- Voluntary Participation,
- Self-determination and

- Informed Consent of clients.

The MII supports the Mediators' Green Pledge

Our Strategic Goals 2023 – 2026

1. We will enhance the availability of mediation across this Island. Through engagement and collaboration, we will increase the opportunities for professional mediation practice.
2. We will work with and support our mediators in development, building capacity and maintenance of standards.
3. We will continue to engage with the government and others to establish the Mediation Council on a sustainable and effective basis.
4. We will aim to ensure that the Mediators' Institute of Ireland remains in a 'fit for purpose' state to ensure the continuance of effective governance, compliance, monitoring, and proactive practice of all Company Law and Charities Regulator standards and codes.
5. We will strive to build capacity and capabilities of the Mediators' Institute of Ireland through adaptation of information and communication technology.
6. We will build our capabilities and capacity to communicate both internally and externally to advance the use of, and access to mediation.

Council's Annual Strategy Meeting

On 23rd and 24th February 2024, Council members met in an in-person strategic meeting in Limerick. Council Focused on the following areas were:

- **Maximising Council Impact:** Efforts to optimise resource use and support the President by delegating work to deputy presidents and the CEO. Improving Operation of Council Meetings to reduce the workload of council members.
- **Recruitment and Succession Planning:** Recruiting a new President and prioritising succession planning for the Council.
- **Mediation Council Strategy:** Continuing to progress the Mediation Council strategy.
- **Advanced Membership:** reviewing the Advanced Membership assessment process.
- **Funding and Income:** Completing the funding strategy and raising income.

- **Website:** the roll out of the website and supporting members transition from the old website to the new website.
- **Equality Diversity and Inclusion Policy**
- **The Annual Conference**

4. The Financial Position of MII

The Mediators' Institute of Ireland (MII) has net assets of €221,778. These assets are categorised into "Bank," "Current Assets," and "Fixed Assets." The "Bank" category, totalling €129,544 includes funds held in various accounts such as PayPal, current accounts, deposit accounts, and a VISA card. "Current Assets" amount to €100,600 and comprise investments and prepayments. "Fixed Assets," valued at €8,298.87, include equipment, fixtures, and fittings, taking into account depreciation.

The MII's equity is composed of current year earnings €12,715 and retained earnings €209,062, giving a total equity figure of €221,777.

The MII have invested in our website and operational capability to continue to increase benefits to members.

- **Over 2020 and 2021 the MII had a combined surplus of €82,107.**
- **Over 2022 and 2023, due to the aforementioned investment and an overall increase in costs the MII ran a deficit of €86,433 (for the two years combined).**

We have decided to increase membership fees to address the rising operational costs and to invest in enhanced support services for members. Accordingly, the membership subscription for 2025 will be €250 for each of our main categories of membership i.e. member, advanced member and group membership.

This decision was driven by the need to maintain the high standards of service and support that members have come to expect. The additional revenue generated from the fee increase will be allocated towards improving the infrastructure, expanding professional development opportunities, and providing more comprehensive resources to support the diverse needs of our members. By investing in these areas, the MII aims to ensure that it continues to offer valuable and relevant services that enhance the professional growth and effectiveness of its members.

See Appendix 1: "Annual Accounts 2023".

5. A year in Review

2024 marked a year of significant growth and expansion for the Mediators' Institute of Ireland (MII). Over the year, we have seen a growing recognition of the value of mediation in Irish

The Professional Association for Mediators society, with an increasing expectation that disputes will be resolved through mediation rather than the judicial system.

This growth was accompanied by the expansion of services into new areas, most notably through our continued partnership with the Irish Red Cross. The MII also made strides in its commitment to fostering connections across the island of Ireland through the Shared Island Project, which aims to enhance collaboration and streamline accreditation processes with Family Mediation Northern Ireland. In addition to these external partnerships, the MII focused on strengthening internal structures and processes. The organisation appointed a new CEO, Sue Cogan, who brings extensive experience in strategy, leadership, and conflict resolution to her role. The MII also commenced the development of a comprehensive Equality, Diversity, and Inclusion Policy and a bursary programme to support aspiring mediators from underrepresented communities.

The Sectors, particularly the family, workplace and community sectors have delivered several events to members. Our Ted Talk Tuesday series has been very successful.

The Executive

The Constitution Review Committee

Under the Leadership of our Hon. Secretary, the Constitution Committee has been actively engaged in several key initiatives this year. One of their primary tasks was to review and amend the MII Constitution, By-laws, and Standing Orders. This project, which began in 2022, was extended for an additional 12 months to ensure thorough consultation and review. The committee invited members to provide feedback on the proposed changes, which included clarifying the structure and roles within the MII, such as the composition and appointment of the Executive Board and the inclusion of the CEO in the executive structure.

Additionally, the committee worked on refining the eligibility criteria for executive positions, such as the President and the Director of Accreditation. They discussed the necessity of combining professional mediation experience with membership duration to ensure that candidates are actively engaged in the field. This involved detailed discussions and consultations with members to finalise the criteria and prepare for the upcoming Extraordinary General Meeting (EGM) where these changes would be presented for approval.

See Appendix 2: "MII 2024 PROCESS & STRUCTURE POST EGM".

The Mediation Council

As president, Ber Barry-Murray represented the MII on the Working Group to establish the Mediation Council. The Mediation Council's working group is chaired by the Director of the Mediation Service in the Legal Aid Board. Key representatives from interested bodies are on the working group.

Negotiations with the Department are ongoing, where a draft implementation plan for the Establishment of the Mediation Council has been considered by them. In its Family Justice Strategy Progress Report 2024, the Department of Justice reiterates its intent to work with the

The Professional Association for Mediators mediation sector to establish the Mediation Council. There is an expectation work on the establishment will successfully conclude in Q1 of 2025.

This work is ongoing and the MII have been proactive in its work in the establishment of the mediation council, to ensure that it reflects standards, quality assurance, the diversity of mediation provision and professional recognition of our members.

Accreditation Policy Committee:

APC has been actively engaged in overseeing and enhancing various aspects of accreditation in 2024. The APC, led by Treasa Kenny, is structured around six subcommittees dedicated to Certified Training, Certified Training Quality Audit, Certified Assessment, Mentoring, Professional Practice Consultation, and Advanced Support and Preparation. The committee is working to improve communication with training providers, ensuring they allocate time to inform participants about MII membership and share contact details with the MII. The APC is also focusing on quality assurance audits, with the 2024 group of training providers receiving briefings and undergoing documentation reviews.

Several new programme applications are under review. In the area of Certified Assessment, the APC held a CPD session for assessors and is maintaining records of assessments and appeals. The committee is also working on a draft article on the development of Certified Assessment in Ireland. Efforts are underway to establish a robust mentoring programme, with 14 members joining the Mentor Panel and resources being developed for mentors.

The APC is reviewing the Equivalence Policy and developing criteria for reasonable equivalence to ensure fairness and consistency in recognising prior learning and experience.

Finally, the committee is collaborating with the Ethics Committee to develop a competency framework for MII Ethics Training. The APC's comprehensive efforts demonstrate its commitment to upholding high standards in mediation training, assessment, and professional development within the MII.

This year the Advanced Assessment process and procedures have been reviewed. An APC sub-group, comprised of Keelin O'Reilly, Frances Stephenson, Siun Kearney, Gearoid Browne, and Pamela Howard, has been actively assessing the current process and have finalised a new procedure. This group has already produced a draft proposal outlining a new approach to Advanced Assessment. Before this new approach is implemented, however, it must be reviewed and approved by the Council. Following Council approval, a Consultation Plan will be developed and implemented. Any changes to the Advanced Assessment pathway will be communicated clearly on the MII website and through training providers.

Treasa Kenny leaves Council this year. Over her years on Council, she has made an immense contribution to the work in accreditation. Many thanks for this.

See Appendix 3: "Accreditation Policy Committee Report".

Ethics and Standards Committee

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The Ethics Committee, chaired by Polly Phillimore, has been actively engaged in various initiatives throughout 2024. Polly Phillimore was appointed Chair of the Ethics Committee at the MII Council meeting on June 10th and has been in the process of forming the committee and setting out a programme for 2025. The committee has focused on operational excellence and has planned several information sessions for members. There were no current issues requiring ethical deliberations or decisions as of the latest report.

Governance, Risk and Audit.

The Director of Governance is Bob Cree-Hay.

The Governance Sector focuses on enhancing the operational efficiency and regulatory compliance of the Mediators' Institute of Ireland (MII). A key accomplishment highlighted in the report is the compilation of all MII activities and initiatives into a single overview, termed the "MII Activity Matrix." The objective is to confirm the comprehensive capture of all activities and reach an agreement on priorities for the 2025 period, subject to approval by the Council and Executive Team.

The function of this role is to ensure that there is a proactive approach to strengthening internal processes, communication, and overall governance within MII.

See Appendix 4: "Governance Sector Report".

The Sectors

Community Mediation Report:

The Community Sector is chaired by Tony Davis, assisted by Rónán O'Brien. The Community Mediation Report underscores the critical role of community mediation in fostering dialogue and resolving conflicts within Irish communities. It highlights the significant efforts of volunteers in delivering these essential services, particularly in navigating the complexities of the Mediation Act and securing funding. A key initiative emphasised in the report is the "Shared Island Project," aiming to engage communities across all 32 counties of Ireland. This project seeks to build consensus, map existing community mediation services, and foster connections within the sector. The report expresses concern over the language and structure of the Mediation Act, arguing that its legalistic tone might be intimidating for those seeking mediation services. Furthermore, it notes that the Act primarily focuses on court-based disputes, which differs significantly from the realities of community mediation, which frequently relies on verbal agreements and a deep understanding of relational dynamics. The report advocates for a more inclusive approach to the Mediation Act, one that acknowledges and supports the unique characteristics of community-based mediation. It stresses the importance of training, funding, and ongoing support for volunteer mediators. The establishment of the Mediation Council is viewed as a positive development, as it provides a platform for community mediation to voice its needs and concerns and advocate for appropriate resources and policies.

The Community Mediation Report highlights two key webinars hosted during the year, reflecting the organisation's commitment to supporting and expanding community mediation efforts. The first webinar, titled "Setting up a Community Mediation Project?", took place on June 26th and provided guidance on establishing such projects. This webinar featured experienced practitioners like Geoffrey Corry and John Mulligan, who shared their expertise with attendees.

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Rónán O'Brien also contributed by outlining the steps involved in initiating a community mediation project. The webinar was well-attended and received positive feedback, particularly from those starting their journey in community mediation.

The second webinar focused on "Taking Restorative Policing to the next level in Ireland" and was held on July 18th. This webinar featured a presentation by Dr. Ian Marder from Maynooth University's Department of Law and Criminology. Dr. Marder's presentation explored ways to reduce harm caused by conflict and criminal justice, emphasising collaborative approaches.

Both webinars are available on the MII website.

Tony Davis has led this committee over the last number of years. He leaves Council this year. He has been an enormous inspiration to the work in the Community field. Many thanks, Tony, for your work.

See Appendix 5: "Community Mediation Report 2024".

Family Committee

The Family Committee is chaired by Siún Kearney.

A significant event was the first Family Symposium held in Portlaoise on May 9th, 2024, which drew 80 MII members and received positive feedback. The symposium covered a range of topics, including the history of family mediation in Ireland, specialised areas like elder mediation and child inclusive mediation, practical tips for managing mediation practices, and insights into family mediation and the courts presented by keynote speaker Muriel Walls.

The committee are actively working with the Family Mediation Association (FMA) UK to provide training in Child Inclusive Mediation (CIM). A CIM training session was held in September, and those interested in future training are encouraged to contact Polly Phillimore. The committee continues to address the issue of Garda vetting, engaging with relevant government ministers and departments.

The committee is planning a town hall event on November 28th to inform certified MII mediators about various aspects of family mediation practice, including different routes and requirements. This event also aims to gather member feedback on the potential interest in a generic family mediation training program, which the committee plans to explore in 2025. Additionally, committee members contributed to the Round Table events at the Annual Conference in Belfast in October 2024.

See Appendix 6: "Family Report 2024".

The workplace committee

The Organisation & Workplace Committee has been actively working on several initiatives to promote workplace mediation. One of the key projects involves communicating with various workplaces to offer short presentations explaining the benefits of workplace mediation as a conflict resolution mechanism. The committee has contributed to the development of the workplace page on the MII website, providing content and streamlining processes to improve accessibility for different types of visitors. They have also drafted case studies to demonstrate workplace mediation in action, which will be included on the website.

See Appendix 7: "Workplace Report 2024".

Initiatives

Conference 2024

The MII Annual Conference 2024, held in Belfast, was a remarkable gathering of 175 mediators, speakers, and guests. The event was a great success, bringing together professionals from various sectors to share insights, experiences, and advancements in the field of mediation. The conference featured a keynote address by Cathy Ashton, who shared her experiences working in conflict zones, followed by a panel discussion with Nita Yawanarajah and Pat Hynes, facilitated by Tony Davis. The conference also included interactive sessions and round table discussions, providing attendees with valuable opportunities for learning and networking. Special thanks were given to Scott Alexander and his conference committee for their extensive work in organising the event.

Equality and Diversity

This year the EDI Committee, chaired by Susan Vimbai Chaulk, has worked on an updated Equality, Diversity, and Inclusion Policy. It aims to create a safe and inclusive environment for everyone involved in mediation. The policy applies to a broad range of individuals, including MII members, staff, attendees, and applicants. It prohibits discrimination based on various grounds as outlined in the Equal Status Acts of 2000 to 2018, such as gender, civil status, sexual orientation, age, and disability. The policy defines different forms of discrimination, including direct, indirect, victimisation, and harassment, and outlines steps to ensure its effective implementation. These steps include communication, training on diversity and unconscious bias, and resource allocation. The policy's impact will be assessed annually through internal audits to identify areas for improvement. By outlining clear expectations and procedures, the policy seeks to promote equality, diversity, and inclusion within MII and the broader mediation community. It is expected that this policy will be finalised during 2025.

The committee has worked to update our bursary policy to promote diversity and inclusion within the mediation community. This policy offers financial assistance to individuals from minority and disadvantaged communities who wish to train as accredited MII mediators. The bursary provides up to €3,500 to cover the costs of a minimum 60-hour MII-approved mediation training programme and examination fees. To be eligible, applicants must demonstrate financial need, identify a cost-effective training programme, and belong to a minority or disadvantaged community, including those with language skills other than English. Applicants must also submit a completed MII Bursary Request Form, along with their CV, at least three months before the training begins. The form requires applicants to explain how the training will benefit their community and the MII and why they are interested in becoming a mediator. This policy reflects the MII's commitment to ensuring that its membership reflects the diversity of Irish society.

International Network.

The International Network Coordinator of the MII is Anna Doyle. Her role is to increase the global reach of the MII. This involves several tasks such as creating partnerships with mediators and organisations in other countries and sharing knowledge and best practices.

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A key focus during the reporting period was broadening the values of the MII to include a global perspective. This involved adding three additional values: Positive Peace, Sustainability and Equality, Diversity & Inclusion. This initiative is ongoing.

Anna became a member of both the MII Organisation & Workplace Committee and the MII Environment Committee to ensure international perspectives were included. She supported and promoted the Mediators' Green Pledge, which currently has over 1,000 signatories.

Sharing knowledge and best practices was also a key part of the role. This was achieved through writing articles for MII Newsletters, the MII website and participation in the monthly Ted Talk Club.

Anna is also working with Bob Cree-Hay as Study Editor for Ireland on an international initiative entitled Rebooting Mediation. This project is a collaboration that involves research, analysis and will culminate in the publication "Rebooting the EU Mediation Directive – 2024 Edition – Dialogue Through Conflict". The report notes that fostering cultural exchange will be looked at in the coming year.

The report concludes by emphasising that the work of the International Network Coordinator is ongoing and will continue to help the MII grow and positively influence the practice of mediation.

Anna Doyle has held this portfolio for the last number of years. She leaves Council this year. She will be greatly missed for her steady approach and insightful work and support in MII. Many thanks, Anna, for your work.

See Appendix 8: "International Network".

The Irish Red Cross Partnership

Andrea O'Neill leads this partnership. This collaboration is designed to address disputes that may arise between householders and their "guests," a term used to encompass people seeking international protection, and others in similar situations. The initiative involves a multi-faceted approach that includes training, casework, and the development of support structures.

One key element of the Irish Red Cross initiative is the training of caseworkers in mediation and trauma-informed practices. This emphasis on trauma training is particularly important given the vulnerable circumstances faced by many of the individuals involved.

Using this model of partnership, the MII have linked with other sectors, including the Environment sector. This is ongoing work that will progress during 2025.

See Appendix 9: "Irish Red Cross Committee".

The Shared Island Project

This initiative is chaired by Polly Phillimore. The purpose of the initiative is to improve collaboration and mediation practices across the entire island of Ireland. This project involves a committee of mediators and individuals from various organisations, including Family Mediation Northern Ireland, Mediation NI, Ulster University, and the MII, highlighting a commitment to cooperation across the border.

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The main objectives of the initiative for 2024 include getting funding, researching mediation practices in Europe, figuring out how to create a database of mediators on the whole island, and making it easier for mediators to get accredited across both parts of Ireland. The official name that will be used for funding applications is "SHARED ISLAND MEDIATION". They also want to streamline accreditation, beginning with family mediation in both Northern Ireland and the Republic of Ireland, so that mediators can practice across the whole island.

See Appendix 10: "Shared Island Project".

Ted Talks

The MII TED Talk Club has been an excellent way for members to gain Continuing Professional Development (CPD) points and has received great feedback. The premise is that a panel of mediators and the audience watch a TED Talk recording together online, and the panel then analyses the content for its relevance to mediation and mediators, taking audience questions. The club has featured several MII panellists over the last year, with core panellists including Anna Doyle and Bob Cree-Hay, and Scott Alexander acting as chair.

Website

The new MII website was introduced to members through a webinar on April 10th, where the features and functionalities were demonstrated. The webinar covered what the public will see, what members can access through the new 'Dashboard,' and how to navigate various sections of the website. This initiative aims to maximise the value of the website for members and enhance their engagement with the MII.

This new platform is designed to enhance user experience and provide members with easy access to valuable resources. The website features updated sections on sectors, reflective practice, learning groups, news, alerts, templates, and more. It also includes a 'Find a Mediator' section to help the public connect with qualified mediators. The MII has invested in this website to support its members better and to ensure that the institute remains at the forefront of the mediation profession in Ireland.

6. Conclusion

In conclusion, the Mediators' Institute of Ireland (MII) has experienced a transformative year in 2024, marked by significant achievements and strategic advancements. The institute has successfully navigated challenges, including financial pressures, by implementing necessary measures such as fee adjustments to ensure sustainability and continued support for its members. The launch of the new website and the establishment of the Mediation Council are pivotal milestones that enhance the MII's capacity to serve its members and the broader community.

The MII's commitment to excellence, inclusion, and collaboration is evident in its strategic initiatives, such as the Shared Island Project and the development of an Equality, Diversity, and Inclusion Policy. These efforts, along with the dedication of the MII's staff, council, and members, have positioned the institute as a leader in the mediation profession in Ireland. As the MII looks forward to 2025, it remains focused on expanding access to quality mediation services, supporting professional development, and fostering a culture of learning and innovation.



Appendix 1: Annual Accounts 2023

The Mediators Institute of Ireland CLG
Annual Report and Financial Statements
for the financial year ended 31 December 2023

Crowley & McCarthy
Statutory Auditors & Accountants
6th Floor
26/27 South Mall
Cork City
T12 R2RV
Ireland

Company Number: 418250

The Mediators Institute of Ireland CLG

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The Mediators Institute of Ireland CLG

DIRECTORS AND OTHER INFORMATION

Directors

Denis Blanch
Mathew Breslin (Resigned 7 December 2023)
Daniel Hurley (Resigned 15/01/2023)
Ciaran Dolan (Resigned 7 December 2023)
Polly Phillimore
Mary Kerrigan (Deceased 25/04/2023)
Fiona McAuslan
Ber Barry-Murray
Treasa Kenny
Orla Tompkins
Siun Kearney
Robert Cree-Hay (Appointed 7 December 2023)
Anna Doyle (Appointed 3 April 2023)
Mary Flanagan (appointed 13/02/2023)
Enda Young (appointed 03/04/2023)
Andrea O'Neill (Appointed 10/12/2021)
Loughlin Quinn (resigned 7/12/2023)
Noreen Fitzpatrick (Appointed 01/12/2022)
Scott Alexander (Appointed 01/12/2022)
Edel Ryan (Appointed 13 February 2023)
Susan Vimbai Chauke (Appointed 03/04/2023)
Tony Davis (Appointed 01/12/2022)
Joe Coleman
Niamh Fitzpatrick (appointed 10/12/2021)

Company Secretary

Orla Tompkins

Company Number

418250

Charity Number

20062453

Registered Office and Business Address

The Capel Building
Mary's Abbey
Dublin 7
D07 FXF8
Ireland

Auditors

Crowley & McCarthy
6th Floor
26/27 South Mall
Cork City
T12 R2RV
Ireland

Bankers

Allied Irish Bank
100-101 Grafton Street
Dublin 2

Solicitors

Hayes Solicitors
Lavery House
Earlsfort Terrace
Dublin 2

The Mediators Institute of Ireland CLG

DIRECTORS' REPORT

for the financial year ended 31 December 2023

The directors present their report and the audited financial statements for the financial year ended 31 December 2023.

Principal Activity and Review of the Business

The principal activity of the company continued to be the promotion and the use of mediation as a process of dispute resolution by ensuring the highest standards of education, training and professional practice of mediation and by increasing public awareness of mediation.

The Company is limited by guarantee not having a share capital.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Denis Blanch
Mathew Breslin (Resigned 7 December 2023)
Daniel Hurley (Resigned 15/01/2023)
Ciaran Dolan (Resigned 7 December 2023)
Polly Phillimore
Mary Kerrigan (Deceased 25/04/2023)
Fiona McAuslan
Ber Barry-Murray
Treasa Kenny
Orla Tompkins
Siun Kearney
Robert Cree-Hay (Appointed 7 December 2023)
Anna Doyle (Appointed 3 April 2023)
Mary Flanagan (appointed 13/02/2023)
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Andrea O'Neill (Appointed 10/12/2021)
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Noreen Fitzpatrick (Appointed 01/12/2022)
Scott Alexander (Appointed 01/12/2022)
Edel Ryan (Appointed 13 February 2023)
Susan Vimbai Chauke (Appointed 03/04/2023)
Tony Davis (Appointed 01/12/2022)
Joe Coleman
Niamh Fitzpatrick (appointed 10/12/2021)

The secretary: Orla Thompson was appointed secretary on 7th December 2023. Prior to that the position was held by Ciaran Dolan.

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

Auditors

The auditors, Crowley & McCarthy have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Taxation Status

The company has been granted charitable status under sections 207 and 208 of the Taxes Consolidated Act 1997, Charitable Number 20062453.

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.

The Mediators Institute of Ireland CLG

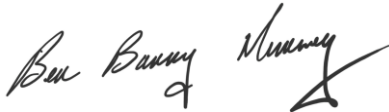
DIRECTORS' REPORT

for the financial year ended 31 December 2023

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 The Capel Building, Mary's Abbey, Dublin 7, D07 FXF8.

Signed on behalf of the board



Ber Barry-Murray
Director

Joe Coleman.

Joe Coleman
Director

Date: Oct 16th 2024

The Mediators Institute of Ireland CLG

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2023

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors 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", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors 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 company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the company financial statements and then 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 company will continue in business.

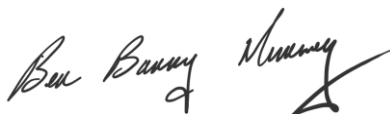
The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined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

Disclosure of Information to Auditor

Each persons who are directors at the date of approval of this report confirms that:

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

Signed on behalf of the board



Ber Barry-Murray
Director

Joe Coleman.

Joe Coleman
Director

Date: Oct 16th 2024

INDEPENDENT AUDITOR'S REPORT

to the Members of The Mediators Institute of Ireland CLG

Report on the audit of the financial statements

Opinion

We have audited the financial statements of The Mediators Institute of Ireland CLG ('the company') for the financial year ended 31 December 2023 which comprise the Income Statement, the Balance Sheet, and the related 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 the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2023 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".
- 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 described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Other Information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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 Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

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 company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

INDEPENDENT AUDITOR'S REPORT

to the Members of The Mediators Institute of Ireland CLG

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 6, the directors 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 directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has 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.

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 9, which is to be read as an integral part of our report.

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

Our report is made solely to the company'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 company'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 any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Donal McCarthy
for and on behalf of
CROWLEY & MCCARTHY
Statutory Auditors & Accountants
6th Floor
26/27 South Mall
Cork City
T12 R2RV
Ireland

Date: 16 October 2024

The Mediators Institute of Ireland CLG

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' 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 company'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 company 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.

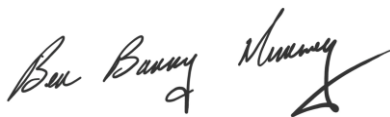
The Mediators Institute of Ireland CLG

INCOME STATEMENT

for the financial year ended 31 December 2023

	Notes	2023 €	2022 €
Income	4	169,361	122,927
Gross profit		169,361	122,927
Administrative expenses		(207,300)	(172,963)
Other operating income		1,191	351
Gross (Deficit)/Surplus		(36,748)	(49,685)
Tax on Deficit/Surplus		-	-
(Deficit)/Surplus for the Financial Year		(36,748)	(49,685)

Approved by the board on Oct 4th 2024 and signed on its behalf by:



Ber Barry-Murray
Director

Joe Coleman.

Joe Coleman
Director

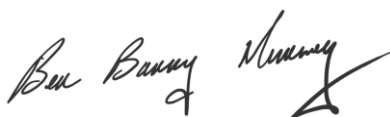
Date: Oct 16th 2024

The Mediators Institute of Ireland CLG
BALANCE SHEET
as at 31 December 2023

	Notes	2023 €	2022 €
Fixed Assets			
Tangible assets	7	6,003	7,680
Investments	8	101,191	100,000
Fixed Assets		107,194	107,680
Current Assets			
Debtors	9	0	600
Cash and cash equivalents		116,700	148,925
		116,700	149,525
Creditors: amounts falling due within one year	10	(35,257)	(31,820)
Net Current Assets		81,443	117,705
Total Assets less Current Liabilities		188,637	225,385
Reserves			
Income & Expenditure Account		188,046	225,385
		188,637	225,385

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on Oct 4th 2024 and signed on its behalf by:



Ber Barry-Murray
Director

Joe Coleman.

Joe Coleman
Director

Date: Oct 16th 2024

The Mediators Institute of Ireland CLG

Summary of Changes to the Income & Expenditure Account

as at 31 December 2023

	Income & Expenditure	Total
	€	€
At 1 January 2022	275,070	275,070
Deficit for the financial year	(49,685)	(49,685)
At 31 December 2022	225,385	225,385
Deficit for the financial year	(36,748)	(36,748)
At 31 December 2023	188,637	188,637

The Mediators Institute of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

1. General Information

The Mediators Institute of Ireland CLG is a company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 418250. The registered office of the company is The Capel Building, Mary's Abbey, Dublin 7, D07 FXF8, Ireland which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. 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 company's financial statements.

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2023 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

Income

Revenue is generated from Membership Fees, Training and Assessments and Conference Income.

Tangible assets and depreciation

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Plant and machinery	- 15% Straight line
Fixtures, fittings and equipment	- 12.5% Straight line

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

Investments

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value. Income from other investments together with any related withholding tax is recognised in the Income Statement in the financial year in which it is receivable.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

The Mediators Institute of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

Employee benefits

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The company also operates a defined benefit pension scheme for its employees providing benefits based on final pensionable pay. The assets of this scheme are also held separately from those of the company, being invested with pension fund managers.

Taxation

The company holds a Charitable Tax Exemption under CHY number 20062453

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income Statement.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include trade and other receivables, and cash and bank balances, are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the profit and loss account.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities

The Mediators Institute of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

All loans and borrowings, both assets and liabilities are initially recorded at the present value of cash payable to the lender in settlement of the liability discounted at the market interest rate. Subsequently loans and borrowings are stated at amortised cost using the effective interest rate method. The computation of amortised cost includes any issue costs, transaction costs and fees, and any discount or premium on settlement, and the effect of this is to amortise these amounts over the expected borrowing period. Loans with no stated interest rate and repayable within one year or on demand are not amortised. Loans and borrowings are classified as current assets or liabilities unless the borrower has an unconditional right to defer settlement of the liability for at least twelve months after the financial year end date.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

3. Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

4. Income

The income for the financial year is analysed as follows:

	2023 €	2022 €
By Category:		
Membership Fees	126,447	96,695
Training	11,858	8,940
Conference Income	26,946	17,292
Course Fees	180	-
Training Courses	3,930	-
Other operating income	-	351
	<u>169,361</u>	<u>123,278</u>

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of the promotion and the use of mediation as a process of dispute resolution by ensuring the highest standards of education, training and professional practice of mediation and by increasing public awareness of mediation.

The Mediators Institute of Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2023

5.	Operating deficit	2023	2022
		€	€
	Operating deficit is stated after charging:		
	Depreciation of tangible assets	1,677	1,677
6.	Employees		
	The average monthly number of employees, including directors, during the financial year was 3 (2022-2).		
		2023	2022
		Number	Number
	Admin	3	2
7.	Tangible assets		
		Plant and machinery	Fixtures, fittings and equipment
		€	€
	Cost		Total
	At 1 January 2023	9,785	3,635
			13,420
	At 31 December 2023	9,785	3,635
			13,420
	Depreciation		
	At 1 January 2023	3,470	2,270
	Charge for the financial year	1,223	454
			5,740
	At 31 December 2023	4,693	2,724
			7,417
	Net book value		
	At 31 December 2023	5,092	911
			6,003
	At 31 December 2022	6,315	1,365
			7,680
8.	Investments		
		Deposit Accounts	Total
		€	€
	Deposit Accounts		
	Amount Invested	101,191	100,000
	At 31 December 2023	101,191	100,000
	Net book value		
	At 31 December 2023	101,191	100,000
	Investments are made up of deposits in State Savings Bonds		
		2023	2022
		€	€
	Cost of State Savings Bonds	101,191	100,000

The Mediators Institute of Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2023

9. Debtors	2023	2022
	€	€
Other debtors	0	600
	<u> </u>	<u> </u>
10. Creditors	2023	2022
Amounts falling due within one year	€	€
Taxation	8,652	8,408
Other creditors	5,228	7,272
Deferred Income	21,377	16,140
	<u> </u>	<u> </u>
	35,257	31,820
	<u> </u>	<u> </u>
11. Taxation	2023	2022
	€	€
Creditors:		
PAYE/PRSI Liability	8,652	8,408
	<u> </u>	<u> </u>

12. Status

This is a company limited by guarantee. 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 financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of 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 € 2.

13. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2023.

14. Post-Balance Sheet Events

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

15. Related Party Transactions

The Mediators Institute of Ireland is a company limited by guarantee and its directors are related parties. There were no related party transactions during the year.

16. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on _____, October 16th 2024

THE MEDIATORS INSTITUTE OF IRELAND CLG

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023

NOT COVERED BY THE AUDITORS REPORT

THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS

The Mediators Institute of Ireland CLG

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

TRADING STATEMENT

for the financial year ended 31 December 2023

	Schedule	2023 €	2022 €
Income		<u>169,361</u>	<u>122,927</u>
Gross surplus Percentage		<u>100.0%</u>	<u>100.0%</u>
Overhead expenses	1	<u>(207,300)</u>	<u>(172,963)</u>
		<u>(37,939)</u>	<u>(50,036)</u>
Miscellaneous income	2	<u>1,191</u>	<u>351</u>
Net deficit		<u><u>(36,748)</u></u>	<u><u>(49,685)</u></u>

The Mediators Institute of Ireland CLG

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

SCHEDULE 1 : OVERHEAD EXPENSES

for the financial year ended 31 December 2023

	2023 €	2022 €
Administration Expenses		
Wages and salaries	95,965	75,926
Assessors Fees	3,540	2,410
Staff defined contribution pension costs	13,449	10,992
Staff training	250	1,000
Rent payable	-	3,847
Insurance	2,705	1,224
Light and heat	-	75
Repairs and maintenance	43	-
Printing, postage and stationery	1,926	1,388
Advertising	1,615	6,760
Telephone	2,150	1,798
Computer costs	25,896	5,087
Motor expenses	12	-
Travelling and subsistence	3,063	457
Legal and professional	10,086	5,862
Consultancy fees	131	10,880
Bank charges	284	471
Paypal processing payments	3,075	3,740
Staff welfare	1,000	1,109
General expenses	5,752	9,251
Conference and Meeting Expenses	28,853	22,482
Auditor's remuneration	5,228	6,027
Depreciation of tangible assets	1,677	1,677
Charitable donations	-	500
	206,700	172,963

The Mediators Institute of Ireland CLG

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

SCHEDULE 2 : MISCELLANEOUS INCOME

for the financial year ended 31 December 2023

	2023 €	2022 €
Miscellaneous Income		
Sundry income	<u>1,191</u>	<u>351</u>



Appendix 2: MII 2024 PROCESS & STRUCTURE POST EGM

MII 2024 PROCESS & STRUCTURE POST EGM.

Executive

Executive – Governing members, Directors of the company and Trustees of the charity.

President, Deputy/ President Elect, Hon. Secretary, Hon. Treasurer, Registrar, Chair of three standing committees. Currently, APC, Ethics and Governance

Quorum – 4

May appoint from time to time two more members not to be directors or trustees.

May also request the previous President to attend Executive meetings.

Executive will report any strategic developments to Council.

In the twenty one days before the election of a new President , all interested parties will declare their interest by emailing president@themii.ie and then contacting the current President to make an appointment to meet with her. The current President then will evaluate the candidates in an informal interview and ensure the candidates meets the minimum criteria (this is adapted every three years by Council to meet the needs of The MII)

The criteria will be shared with Council.

This Council meeting will take place immediately after the AGM.

In the event that there is more than one presidential candidate put forward to the Council meeting by the current President after the AGM the candidates will then have a further five days to canvas for votes. There will then be a vote by Council for the position of President. As per all voting procedures, it is by majority, the chairperson of this meeting will have a second vote if required as per constitutional requirements.

Voting Procedure– all Council members present will have a vote if there is a tie then the chairperson of the meeting or the President have the casting vote.

Council

Twenty two members of Council of which a maximum of twenty will be directly elected to Council by members. The Council can nominate a further two members to be co- opted.

Members

Executive (President, President Elect/Deputy, Hon. Secretary, Hon. Treasurer, Registrar three standing committee heads) and Ordinary Council members.

All committees established by the council will be chaired by a member of Council.

Quorum 8

Voting Procedure – all members present will have a vote if there is a tie then the chairperson of the meeting will have the casting vote.

Elections

Members vote for Council members at the AGM.

Members get no less than two weeks to vote for Council members this needs to be completed at least a week before the AGM which in effect means twenty one days effectively before an AGM.

A candidate for Council must have been a Member for at least twelve months.

There is a governance compliant form and process already in existence for the above elections.



Appendix 3: Accreditation Policy Committee Report

Report to Council - 2024

Portfolio	Accreditation Policy Committee
Name of Lead	Treasa Kenny
Name of Deputy	Succession is under discussion at present.
Committee Members	<ol style="list-style-type: none"> 1. Mary Rafferty (stepping down as of November 2024) 2. Niamh Cunningham 3. Keelin O'Reilly 4. Frances Stephenson 5. Polly Philimore 6. Olive Grimley 7. Andrea O'Neill 8. Gerry Raleigh 9. Beibhinn Byrne 10. Martina Murphy 11. Treasa Kenny (stepping down as of November 2024)
Sub Committees	There will be six sub committees of APC members during 2024 working on the Accreditation of Certified Training, Certified Training Quality Audit, Certified Assessment, Mentoring, Professional Practice Consultation and Advanced Support and Preparation. A number of other MII members contribute to the work of some of these sub committees.
Dates of 2024 Committee Meetings	<ol style="list-style-type: none"> 1. Wednesday, 17 January 2024: 6pm-7.30pm 2. Wednesday, 21 February 2024: 6pm-7.30pm 3. Wednesday, 20 March 2024: 6pm-7.30pm 4. Wednesday, 24 April 2024: 6pm-7.30pm 5. Wednesday, 22 May 2024: 6pm-7.30pm 6. Wednesday, 26 June 2024: 6pm-7.30pm 7. Wednesday, 11 September 2024: 6pm-7.30pm 8. Wednesday, 16 October 2024: 6pm-7.30pm 9. Wednesday, 13 November 2024: 6pm-7.30pm

Report to Council - 2024

26 August 2024	Board Report	WIP	Completed
<u>For Decision</u>	<p>1. Agreement sought to one day of extra administration being paid to QA Auditor. This would remain within the current budget allocation.</p> <p>2. 5 CPD points to be available to those members who ‘formally’ mentor another member.</p> <p>3. Draft Document on Proposed Advanced Accreditation Process</p>		
	<p><u>Certified Training</u> (Sub Group: Beibhinn, Keelin, Mary, Martina and Olive)</p> <ul style="list-style-type: none"> Communication Plan with Certified Training Programmes: <ul style="list-style-type: none"> TPs to be asked to set aside 30 minutes in each MII Certified Training Course for information on MII Membership to be communicated. This could be incorporated into the TP annual contract with the MII. TPs to be asked to confirm with course participants – who successfully pass the Certified Assessment – that they will provide the MII with names and contact details. QAF Auditor has briefed the 2024 group of training providers and documentation is currently being worked through by the training providers. One of the 2023 participants shared their learning with the 2024 group. finalising 2023 reviews and a timeline for 2024 group has been prepared. The two training providers who did not complete the review in 2023, have joined with the 2024 group. Documents have been updated based on learning from 2023 group. Accreditation of new programmes <ul style="list-style-type: none"> SCSI Application – questions/requests for further information has been communicated with no response to date. FMNI Application – questions/requests for further information has been communicated. Treasa met with FMNI in August 2024. Most likely next step is that they will submit a 40 hour programme; then a plan will be worked through for how MII assessment can be linked with their more general training. MNI Application (not received as yet) <p><u>Certified Assessment</u> (Sub Group: Niamh, Keelin, Mary and Treasa)</p> <ul style="list-style-type: none"> Certified Assessors’ CPD session took place on 23 May 2024. There was good attendance and the plan for this year and Terms of Reference for the next three years were discussed. A record is being kept of the number of assessments through MII days, Original TP or Equivalence, Assessor, pass, fail and appeal details on Basecamp for consideration. A record is being kept of appeals made from 2019-date with details of training provider, assessor and grounds for appeal on Basecamp for consideration. Appeals Pathways for Certified Assessment to be reviewed. 		

Report to Council - 2024

- Draft article on the development of Certified Assessment in Ireland.

Mandatory Training (Sub Group: Beibhinn, Keelin, Mary, Martina and Olive)

- FMNI application (as above) will include 40 hour application.
- A query has been raised in relation to the equivalence of LAB/FMS training. With the agreement of the Family Sector, Treasa has made contact with LAB/FMS. There has been no response at this time.

Mentoring (Sub Group: Mary, Gerry, Olive, Martina and Beibhinn)

- 14 members have applied for the Mentor Panel. There is a reasonable spread of people across Ireland. Mainly Family, Organisation & Workplace, and Community.
- Welcome email gone to the group above; link for them to all documentation through Basecamp.
- List of Mentors is on the Website with clear statement that mentoring arrangements are between members.
- Members Area of website will have the outline of the role of the mentor and a template contract for members to use or adapt as meets their own needs. Ideally there will also be resources available for the Mentors to access.
- Session on Reflective Practice to be planned for Mentor Panel.
- Communication on mentoring took place through Induction session on 2 July 2024 and piece in May 2024 MII Newsletter.
- Proposal that 5 CPD be available for being a Mentor to a member.

Professional Practice Consultation (PPC) (Sub Group: Polly)

- List of members in Sub Group awaited.
- What needs to be done in 2024 in relation to communication, CPD with PPCs, etc – a plan is awaited.
- QQI Supervision Course reviewed and added to list on the website.

Advanced Assessment (Sub Group: Keelin, Frances, Siun Kearney, Gearoid Browne and Pamela Howard)

- Working Group worked with their ToR (attached with April APC Report), reviewed the current reality of Advanced Assessment and set out a plan for 2024.
- Draft is attached of proposed new approach which needs to be considered by Council before agreeing a Consultation Plan.
- Any proposed new journey to Advanced needs to be clearly communicated on website and through training providers.
- Appeals document was accepted by Council on 15 January 2024. Further work will need to be done on this area.
- Encourage Council members to progress to Advanced.

Report to Council - 2024

Equivalence

- The Equivalence Policy is reasonably clear however, following learning during 2023, consideration will be given to this by the Certified Assessment sub group. Ensuring the website is clear on facilitative style of mediation in assessment.
- Criteria for reasonable equivalence including:
 - Date of mediation training and programme covered
 - Timeframe beyond which training needs to be redone/refreshed as a requirement
 - Mediation Practice
 - CPD
 - Supervision/Practice Consultation
 - Based on this options recommended could include:
 - Progress to Assessment
 - Requirement for Refresher Training
 - Requirement to complete MII approved 60 hour training

Ethics Training

MII Council have requested that a competence framework is developed for MII Ethics Training. The Ethics Committee will take the lead on this and they will consult with APC once a draft is developed. This was discussed by Treasa and the Chair of Ethics on 15 February 2024. Frances' offer to share her experience of developing an e-learning programme including the time and money involved has been noted by the Chair of Ethics. No action at present.

Budget Update

Budget 2024

Quality Audit of Certified Training eu13,000

Status of Work

Ongoing



Appendix 4: Governance Sector Report

Report to Council - 2024

Portfolio	Governance
Name of Lead	Bob Cree-Hay
Name of Deputy	tbc
Committee Members	<ol style="list-style-type: none"> 1. tbc 2. 3. 4. 5. 6.
Dates of 2024 Committee Meetings	<ol style="list-style-type: none"> 1. tbc 2. 3. 4. 5. 6.
Overview of key areas for 2024	<ul style="list-style-type: none"> • Collated all MII activities and initiatives into a single overview (MII Activity Matrix). Plan to circulate v3.0 (updated 26/08/24) to Exec Team and all Council members/Sector Heads to confirm capture of all activities and agree priorities for 2024/25 Council/Exec Team approval. • Review of Executive and Council meeting management and administration. Building on agreed format of how items will be presented, progressed and completed. • Review use, effectiveness and administration of Basecamp. • Prepare guidance on the issue and use of official MII email addresses and build compliance amongst all office-holders. • Continue to work with Honorary Secretary, Honorary Treasurer and CEO to ensure regulatory compliance and effective risk management.

Report to Council - 2024

Proposed 2024 Information Sessions to Members	<ul style="list-style-type: none">Propose preparing a presentation and information pack for presentation to Exec/Council and subsequent circulation to all members of the Activity Matrix and agreed priorities for 2024/25.
Budget	



Report to Council - 2024

2nd September
2024

Board Report

WIP Completed

**For
Decision**

Budget Update

Status of Work

Report
Summary



Appendix 5: Community Mediation Report 2024

Community Sector and Restorative Justice Liaison Report 2023,24

I want to acknowledge and thank all those who assisted throughout the last year and in particular the support of Alison Martin in the MII office, Stiofán Nutty former CEO, President Ber Barry Murray, the executive of the MII and colleagues on the board.

To those who continue to provide guidance and support in particular Mr Geoffrey Corry, Mr John Mulligan, Ms Siún Kearney, Mr Rónán O'Brien, Ms Noreen Fitzpatrick and Mr Chris McDonagh

Community Mediation Sector

A special acknowledgement to those involved in the Community Sector around Ireland who are so committed to the service they provide. It would be difficult to find such committed people. It is, and has to be a diverse grouping who play various roles in facilitating conflict resolution and promoting dialogue in our communities. These dialogues are vital for the wellbeing of our communities, particularly with the challenges facing every community in Ireland.

Never before has community mediation been more important to empower communities to face difficult conversations. From our interactions and discussions with Mediation Northern Ireland, who have many years' experience facilitating these discussions, we have the expertise and the required knowledge in the community mediation sector to have these conversations given the opportunity and forum. We have offered our services around community mediation in various disputes nationally.

Their commitment of those in the community sector to provide a professional service, achieving the highest standards of mediation required, source the funding, market their service, provide opportunities for their volunteer mediators and meet the administrative regulations required to provide that service is admirable. Then take into account that all this is largely done on a voluntary basis. Discussing these challenges with practitioners in other jurisdictions they really don't understand the commitment and drive from those involved in the sector who do all this on a largely voluntary basis.

The issues identified above were highlighted at our roundtable discussions at conference last year. Additionally it was suggested that we map community mediation in Ireland and develop links.

Shared Island Project

One of the highlights for me throughout the year was our involvement in the Shared Ireland Project being co-ordinated by Polly Phillimore. The objectives of this project aligned perfectly with those of the community mediation sector. Those included, to have an updated mapping exercise of all those involved in community mediation in the 32 counties and develop the required links. To identify funding channels, look at the marketing opportunities. We met with our colleagues in Northern Ireland to explore and learn from their experiences and the work continues.

The aims of the “Shared Island Project” is to engage with all communities and traditions on the island to build consensus around a shared future. These aims were never more relevant than in today’s environment.

The mapping exercise is progressing and will be a valuable resource when completed.

The Mediation Act

The challenges identified by community mediators around the Mediation Act and its operability by volunteers are still relevant.

The general consensus is that the language used can be too legal and may exclude and intimidate ordinary people. That it is very corporate and deals primarily with court disputes. It does not relate to the reality of working with community based disputes and the challenges of empowering local people to resolve their own disputes without having to attend court. In that sense, the Act is putting volunteer mediators off.

Fears have been expressed that it is undermining the very process of mediation they have pioneered with the emphasis on storytelling and face to face relational understandings.

From our webinars we learned that some agreements are verbal ones, not written down, apart from the notes of the mediator. They are sustained by a handshake between the disputants, creating community in that moment.

In some cultures there may not be a history of written agreements, verbal agreements are common place. They have proven successful.

The Mediation Act requires a Code of Ethics and Practice and a Complaints procedure. A route for further education and understanding for all those involved in community mediation needs to be implemented to maintain those volunteers and ensure they are not exposed legally.

We need to be inclusive and work with the sector to mitigate the concerns and issues identified. We need to strive to keep the same qualifications and standards as any diminution for appropriate training and CPD would reduce the quality of mediation available to the people who may be dependant on less formal conflict resolution solutions. The cost of membership has also been identified as a barrier to volunteers. Appropriate support and understanding will be required to achieve this

The Mediation Council

The implementation of the Mediation Council is progressing and community mediation will have a nominated seat on this council. This is a perfect opportunity to address the needs and concerns of the community mediation sector. It is my belief that a shadow council will be formed initially and community will be represented on this.

- This would give us the opportunity to highlight the issues and obstacles identified, be a champion for the sector at the required level where a coordinated strategic response can be formulated.
- It could deliver on all the hard work and vision of the many individuals and organisations invested in the area. Community still requires that drive and enthusiasm to have a vision built on strategy, research and a support structure to facilitate the largely voluntary sector who are struggling with regulation, training and guidelines.

Funding

Funding for Community Mediation services has been highlighted by all individuals and bodies and the struggle to provide a meaningful service. The amount of effort and time spent to support the services is one of the primary concerns for every group.

Webinars during 2024

Setting up a Community mediation Project ?

One of the many questions we receive is how do you set up a Community Mediation Project?

On the 26th June we arranged a webinar to explore the essential steps and best practice to start a community mediation project in your community. This can be accessed on the MII Website.

We were joined by the vastly experienced Mr Geoffrey Corry and Mr John Mulligan who shared their vast knowledge and experience to a large gathering. Ronan O'Brien outlined the initial journey taken to set up a community mediation project.

This was well attended and the feedback and support was encouraging to those who are beginning their journey. We can hopefully follow this up with another identifiable challenges to community mediation around, Funding? CPD? Mediation Act, Accreditation?

Taking Restorative Policing to the next level in Ireland

As restorative Justice became aligned with community mediation we arranged a webinar on the 18th July 2024.

We were honoured to be joined by Dr Ian Marder of Maynooth University Department of Law and Criminology. This webinar is available on the MII website.

Ian likes to "explore how best to reduce and repair the harm caused by conflict and criminal justice, and to be collaborative to implement new ways to meet citizen and professional needs".

This was such an impressive presentation by Ian, his content, style of presentation and inclusiveness was different level.

What made it more special was the participation of so many practitioners from various countries, Chile, North America, Canada, France, UK and Ireland.

Other projects and initiatives

We have further supported other initiatives and projects throughout the last twelve months to provide a better opportunities for our members to practice including the Red Cross Project and others that will be coming to fruition in the very near future.

Tony Davis



Appendix 6: Family Report 2024



Siun Kearney, MSoc.Sc, LLB
Advanced Mediator (MI), Advanced Mediator (EMIN)
Email: Siunkearney1@gmail.com Tel: 0876784628

Report of Family Sector 2024

1. Committee members:

Polly Phillimore,
Orla Tompkins,
Helen Finucane,
Alan Wattie,
David Gray,
Philip Cannily (recent appointment)
Siún Kearney.

Committee meeting dates:

16/1/24;	26/3/24.	8/10/24
30/1/24.	16/4/24.	12/11/24
06/2/24.	30/4/24	
13/2/24.	11/6/24	
27/2/24.	10/9/24	

3. The major event of the year was the first Family Symposium, held on 9/5/24 in Portlaoise which was attended by 80 MI members and received very positive feedback. Members were given a history of the development of Family Mediation in Ireland and presentations on Elder Mediation, Child Inclusive mediation, Tips on managing your family mediation practice and a presentation on Family Mediation and the Courts by the keynote speaker Muriel Walls.

4. The committee has had ongoing contact with the FMA UK to provide training in Child Inclusive Mediation (CIM). A CIM training took place in September. Anyone interested in this training should contact pollyphillimore@gmail.com to register their interest and Polly will organise another training when numbers warrant it.

5. The committee continues to explore the issue of Garda vetting, contacting the relevant Minister and departments. This appears to be a challenge until Family Mediation is either registered as a profession with Coru or hopefully is recognised and registered by the Mediation Council.

6. The committee is currently planning a townhall on 28th November 4-5.30 to inform certified MI mediators about the different areas of family mediation practice and the different routes and requirements. It is also hoped to gather information from members as to whether some type of generic family mediation training might be of interest. The Family committee will aim to explore such a training in 2025.

7. Members of the committee contributed to the Round Table events at the Annual Conference in Belfast in October 2024.

Signed Siún Kearney, Family sector lead..

Appendix 7: Workplace Report 2024

Report
Summary

2024 JAN - AUG

Current Committee:

1. Niamh Fitzpatrick (NF)
2. Scott Alexander (SA)
3. Tina Tully (TT)
4. Eileen Blishen (EB)
5. Niall Quinn (NQ)
6. Anna Doyle (AD)
7. Claire Hurley (CH)
8. Jack Nash (JN)
9. Caoimhe Ruigrok (CR)

Committee Meetings 2024:

1. 7th Feb
2. 19th Mar
3. 23rd April
4. 28th May
5. 24th June
6. 9th Sept
7. 8th Oct
8. 5th Nov
9. 2nd Dec

Events hosted by Committee:


Report to Council : JAN – AUG 2024

27th March 2024 – AsIAm Webinar for MII

Autism for Mediators including the following topics. The Language of Inclusion

- Myths
- What is Autism?
- Why Autism Awareness is important?
- Encouraging Inclusion and Disclosures
- Communication
- Social Interaction
- Social Imagination
- Sensory Processing
- Mental Health

**IRISH CENTRE
FOR DIVERSITY**

Neurodiversity – Irish Centre for Diversity session on neurological conditions to support MII members with how they can be inclusive to parties with these conditions. In discussion at present – planned event late September



**Belong To LGBTQ+
Youth Ireland**

BelongTo is a national provider of services and advocacy organisation with and for LGBTQ+ children and young people. We are finalizing a LGBTQ+ awareness workshops event for MII mediators to ensure they are fostering an inclusive environment for parties in mediation.

Other activities:

Committee has worked on a project to communicate with relative workplaces to offer a short presentation that any member of the committee could deliver explaining workplace mediation and suitable situations

Report to Council : JAN – AUG 2024

and benefits to using mediation as a conflict resolution mechanism in their organisation.

Currently drafting list of potential organisations

Presentation almost finalized and this project will roll out in Q4 2024.

MII – Website

Workplace page development – provided content for inclusion

Post go live: Streamlined process data available into PDF for download and reduced text content to improve accessibility for different types of visitors

Drafted Case studies to demonstrate workplace mediation in action for inclusion on website

<https://www.themii.ie/about-mediation/sectors-of-mediation/workplace-and-organisation/>



Appendix 8: International Network



Report to Council :

1st September 2023 – 31st August 2024

Report Summary			
Mii International Network Coordinator (Anna Doyle)			
ROLE	The role of the International Network Coordinator is to develop the outreach and influence of the Mii for the benefit of its members and the professional practice of mediation in general.		
DELIVERABLES	The deliverables for this role are as follows: <ol style="list-style-type: none">Building relationships and partnerships with mediation organisations and individuals from different countries;expanding opportunities and global reach for mediation;sharing knowledge and best practices;fostering cultural exchange; andpromoting collaboration on international projects and initiatives.		
1. BUILDING RELATIONSHIPS & PARTNERSHIPS	<p>During the past year I have built relationships with:</p> <ul style="list-style-type: none">the Mii Organisation & Workplace Committee, as a member of this Committee, with a view to enhancing international perspective;the Mii Environment Committee, as a member of this Committee (until end August 2024) with a view to broadening global perspective on proactively responding, as mediators, to climate change. The Round Table exercise on the environment held at Conference in October 2023 aimed to promote support for the Mediators' Green Pledge (now with over 1,000 signatories) and to pave the way for future development.		
2. EXPANDING OPPORTUNITIES	<p>I have aimed to broaden the values perspective of the Mii (working with Enda Young and Bob Cree-Hay), to include an international dimension, with the adoption of three additional values of Positive Peace, Sustainability and Equality, Diversity & Inclusion. Work is ongoing to take this initiative to the next level.</p>		

Report to Council :

1stSeptember 2023 – 31st August 2024

3. SHARING KNOWLEDGE & BEST PRACTICES	<p>During the past year, I have aimed to share knowledge and best practices through several contributions to the Mii Newsletters, its website and through participation as a panel member in the monthly Ted Talk Club, which has proven to be a popular feature for promoting the Mii.</p>		
4. FOSTERING CULTURAL EXCHANGE	<p>So, far, I have not taken any specific action to advance this deliverable and I will aim to do so during the coming year.</p>		
5. PROMOTING COLLABORTION	<p>I am acting as Study Editor for Ireland in the international initiative entitled Rebooting Mediation, working in collaboration with Bob Cree-Hay. This has been a time-consuming exercise covering the period April to November, 2024, with activities ranging from design stages, through research, analysis and on to drawing conclusions with eventual publication. This remains a work in progress – see Rebooting the EU Mediation Directive – 2024 Edition – Dialogue Through Conflict.</p>		
SUMMARY REPORT	<p>The role of the International Network Coordinator continues, at home and abroad, to develop the outreach and influence of the Mii, for the benefit of its members and the professional practice of mediation in general.</p>		

Appendix 9: The Irish Red Cross Committee

Report to Council - 2023	
Portfolio	Irish Red Cross
Name of Lead	Andrea O’Neill
Name of Deputy	
Committee Members	<div><div>1.</div>Andrea O’Neill</div> <div><div>2.</div>Margaret Considine</div> <div><div>3.</div>Tony Davis</div> <div><div>4.</div>David Parslow</div> <div><div>5.</div>Mary Flanagan</div>

September 2024	Board Report	WIP	Completed
<div><div>For</div><div>Decision</div></div>			

Report to Council - 2023

Overview 2024

In 2024 the IRC received government funding for a project that will involve developing a Dispute Resolution Mechanism between landlords and “guests” i.e. (Refugees, IPA& others)

Part of this project includes training 6 caseworkers, 3 IRC and 3 “Doras” as MII assessed Mediators.

Part of the project will be establishing a triage system, that will decide on cases to be referred to independent/community mediators or “in-house” mediator.

For the MII, this will have the advantage of having someone on the premises who understands mediation and the full remit of the skills level that goes with that.

Working with Irish Red Cross Case Workers

Trauma training was provided by an MII mediator and trauma specialist for both the IRC and Helping Irish Hosts.

May/September: Helping Irish Hosts also received mediation skills and trauma training. All training was carried out by MII registered trainers who expressed an interest in the Irish Red Cross collaboration.

All Training has received positive feedback with a request for ongoing training and development of training for Irish Red Cross Caseworkers.

Mediation

6 mediators in total have been involved in providing mediation, using a co-mediation model. Two cases included the use of an interpreter.

All Interpreters were provided by the Irish Red Cross.

Following discussions with the FMS and the IRC a referral pathway for “separating couples mediation” has been established for IRC service users.

Further Development

Report to Council - 2023

	<p>Developing a landing page as part of our website so that the Irish Red Cross has an allocated tab and will allow them direct access to members for mediation cases going forward.</p> <p>As we develop the services for the IRC, it is important to understand and address the needs of the mediator skill set, which may be outside mediation. It was suggested that we may have a multi-strand approach.</p> <p>Mediation Training Dispute Resolution – e.g., facilitated dialogue, restorative practice</p> <p>Irish Red Cross will be investing in additional training for caseworkers outside the scope of mediation and will be requesting ideas for possible training from MII members who can provide the service.</p>		
Budget Update	<u>Budget 2024</u> <u>Not required at present</u>		
Status of Work	Ongoing		

Appendix 10: The Shared Island Project



Report to Council - 2024

SPECIAL INITIATIVES - PROJECTS

Portfolio	Shared Island Project
Name of Lead	Polly Phillimore – MII Council
Name of Deputy	Stiofan Nutty – CEO MII
Committee Members	<ol style="list-style-type: none">1. Joan Davis – Family Mediation Northern Ireland2. Enda Young – Mediation NI3. Laurie Randall – Mediation NI4. John Keers – Ulster University5. Scott Alexander – MII Council6. Geoffrey Corry – MII Advanced Member7. Polly Rowan Hamilton – Family Mediation NI8. Treasa Kenny – APC MII9. Tony Davis – MII Council10. Stiofan Nutty – CEO MII
Dates of 2024 Committee Meetings	<ol style="list-style-type: none">1. 23rd-24th January - 2-day workshop in NI in January2. 5th March3. 10th April4. 8th May5. 3rd September6.
Overview of key areas for 2024	<p>Decided on official name for Project to use on funding applications:</p> <p>Content required for Funding applications</p> <p>Look at current research being carried out in Europe on mediation and scope of it.</p> <p>Consider feasibility of database of mediators and areas of practice across the whole island</p> <p>Streamline mediator accreditation across the whole island</p>



Report to Council - 2024

**Proposed 2024
Information
Sessions to
Members**

Budget



Report to Council - 2024

2 nd September 2024	Board Report	WIP	Completed
<u>For Decision</u>			
	<p>Decided on official name for Project to use on funding applications: SHARED ISLAND MEDIATION</p> <p>Plan in advance for Funding Application – Decided we were not sufficiently prepared to apply for the Reconciliation Fund deadline in March 2024.</p> <p>Look at current research being carried out in Europe on mediation and scope of it. Decide how best to gather useful data on mediators and mediations taking place across the whole island</p> <p>Start working on a way to streamline accreditation across the whole island – Family mediation North and south as a starting point and membership of MII /FMNI</p> <p>Use MII Conference in October to present plans for project going forward</p>		
Budget Update			
Status of Work			



Report to Council - 2024

Report
Summary

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The Mediators Institute of Ireland CLG
Annual Report and Financial Statements
for the financial year ended 31 December 2023

Crowley & McCarthy
Statutory Auditors & Accountants
6th Floor
26/27 South Mall
Cork City
T12 R2RV
Ireland

Company Number: 418250

The Mediators Institute of Ireland CLG

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The Mediators Institute of Ireland CLG

DIRECTORS AND OTHER INFORMATION

Directors

Denis Blanch
Mathew Breslin (Resigned 7 December 2023)
Daniel Hurley (Resigned 15/01/2023)
Ciaran Dolan (Resigned 7 December 2023)
Polly Phillimore
Mary Kerrigan (Deceased 25/04/2023)
Fiona McAuslan
Ber Barry-Murray
Treasa Kenny
Orla Tompkins
Siun Kearney
Robert Cree-Hay (Appointed 7 December 2023)
Anna Doyle (Appointed 3 April 2023)
Mary Flanagan (appointed 13/02/2023)
Enda Young (appointed 03/04/2023)
Andrea O'Neill (Appointed 10/12/2021)
Loughlin Quinn (resigned 7/12/2023)
Noreen Fitzpatrick (Appointed 01/12/2022)
Scott Alexander (Appointed 01/12/2022)
Edel Ryan (Appointed 13 February 2023)
Susan Vimbai Chauke (Appointed 03/04/2023)
Tony Davis (Appointed 01/12/2022)
Joe Coleman
Niamh Fitzpatrick (appointed 10/12/2021)

Company Secretary

Orla Tompkins

Company Number

418250

Charity Number

20062453

Registered Office and Business Address

The Capel Building
Mary's Abbey
Dublin 7
D07 FXF8
Ireland

Auditors

Crowley & McCarthy
6th Floor
26/27 South Mall
Cork City
T12 R2RV
Ireland

Bankers

Allied Irish Bank
100-101 Grafton Street
Dublin 2

Solicitors

Hayes Solicitors
Lavery House
Earlsfort Terrace
Dublin 2

The Mediators Institute of Ireland CLG

DIRECTORS' REPORT

for the financial year ended 31 December 2023

The directors present their report and the audited financial statements for the financial year ended 31 December 2023.

Principal Activity and Review of the Business

The principal activity of the company continued to be the promotion and the use of mediation as a process of dispute resolution by ensuring the highest standards of education, training and professional practice of mediation and by increasing public awareness of mediation.

The Company is limited by guarantee not having a share capital.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Denis Blanch
Mathew Breslin (Resigned 7 December 2023)
Daniel Hurley (Resigned 15/01/2023)
Ciaran Dolan (Resigned 7 December 2023)
Polly Phillimore
Mary Kerrigan (Deceased 25/04/2023)
Fiona McAuslan
Ber Barry-Murray
Teresa Kenny
Orla Tompkins
Siun Kearney
Robert Cree-Hay (Appointed 7 December 2023)
Anna Doyle (Appointed 3 April 2023)
Mary Flanagan (appointed 13/02/2023)
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Loughlin Quinn (resigned 7/12/2023)
Noreen Fitzpatrick (Appointed 01/12/2022)
Scott Alexander (Appointed 01/12/2022)
Edel Ryan (Appointed 13 February 2023)
Susan Vimbai Chauke (Appointed 03/04/2023)
Tony Davis (Appointed 01/12/2022)
Joe Coleman
Niamh Fitzpatrick (appointed 10/12/2021)

The secretary: Orla Thompson was appointed secretary on 7th December 2023. Prior to that the position was held by Ciaran Dolan.

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

Auditors

The auditors, Crowley & McCarthy have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Taxation Status

The company has been granted charitable status under sections 207 and 208 of the Taxes Consolidated Act 1997, Charitable Number 20062453.

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.

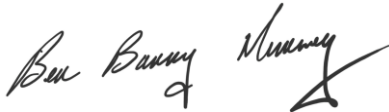
The Mediators Institute of Ireland CLG DIRECTORS' REPORT

for the financial year ended 31 December 2023

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 The Capel Building, Mary's Abbey, Dublin 7, D07 FXF8.

Signed on behalf of the board



Ber Barry-Murray
Director

Joe Coleman.

Joe Coleman
Director

Date: Oct 16th 2024

The Mediators Institute of Ireland CLG

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2023

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors 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", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors 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 company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the company financial statements and then 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 company will continue in business.

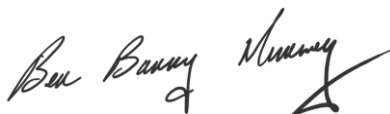
The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined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

Disclosure of Information to Auditor

Each persons who are directors at the date of approval of this report confirms that:

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

Signed on behalf of the board



Ber Barry-Murray
Director

Joe Coleman.

Joe Coleman
Director

Date: Oct 16th 2024

INDEPENDENT AUDITOR'S REPORT

to the Members of The Mediators Institute of Ireland CLG

Report on the audit of the financial statements

Opinion

We have audited the financial statements of The Mediators Institute of Ireland CLG ('the company') for the financial year ended 31 December 2023 which comprise the Income Statement, the Balance Sheet, and the related 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 the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2023 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".
- 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 described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Other Information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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 Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

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 company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

INDEPENDENT AUDITOR'S REPORT

to the Members of The Mediators Institute of Ireland CLG

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 6, the directors 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 directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has 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.

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 9, which is to be read as an integral part of our report.

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

Our report is made solely to the company'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 company'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 any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Donal McCarthy
for and on behalf of
CROWLEY & MCCARTHY
Statutory Auditors & Accountants
6th Floor
26/27 South Mall
Cork City
T12 R2RV
Ireland

Date: 16 October 2024

The Mediators Institute of Ireland CLG

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' 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 company'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 company 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.

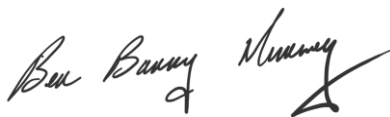
The Mediators Institute of Ireland CLG

INCOME STATEMENT

for the financial year ended 31 December 2023

	Notes	2023 €	2022 €
Income	4	169,361	122,927
Gross profit		169,361	122,927
Administrative expenses		(207,300)	(172,963)
Other operating income		1,191	351
Gross (Deficit)/Surplus		(36,748)	(49,685)
Tax on Deficit/Surplus		-	-
(Deficit)/Surplus for the Financial Year		(36,748)	(49,685)

Approved by the board on Oct 4th 2024 and signed on its behalf by:



Ber Barry-Murray
Director

Joe Coleman.

Joe Coleman
Director

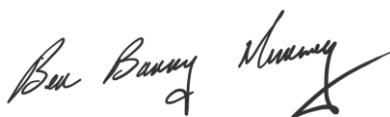
Date: Oct 16th 2024

The Mediators Institute of Ireland CLG
BALANCE SHEET
as at 31 December 2023

	Notes	2023 €	2022 €
Fixed Assets			
Tangible assets	7	6,003	7,680
Investments	8	101,191	100,000
Fixed Assets		107,194	107,680
Current Assets			
Debtors	9	0	600
Cash and cash equivalents		116,700	148,925
		116,700	149,525
Creditors: amounts falling due within one year	10	(35,257)	(31,820)
Net Current Assets		81,443	117,705
Total Assets less Current Liabilities		188,637	225,385
Reserves			
Income & Expenditure Account		188,046	225,385
		188,637	225,385

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on Oct 4th 2024 and signed on its behalf by:



Ber Barry-Murray
Director

Joe Coleman.

Joe Coleman
Director

Date: Oct 16th 2024

The Mediators Institute of Ireland CLG**Summary of Changes to the Income & Expenditure Account**

as at 31 December 2023

	Income & Expenditure	Total
	€	€
At 1 January 2022	275,070	275,070
Deficit for the financial year	(49,685)	(49,685)
At 31 December 2022	225,385	225,385
Deficit for the financial year	(36,748)	(36,748)
At 31 December 2023	188,637	188,637

The Mediators Institute of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

1. General Information

The Mediators Institute of Ireland CLG is a company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 418250. The registered office of the company is The Capel Building, Mary's Abbey, Dublin 7, D07 FXF8, Ireland which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. 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 company's financial statements.

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2023 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

Income

Revenue is generated from Membership Fees, Training and Assessments and Conference Income.

Tangible assets and depreciation

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Plant and machinery	- 15% Straight line
Fixtures, fittings and equipment	- 12.5% Straight line

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

Investments

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value. Income from other investments together with any related withholding tax is recognised in the Income Statement in the financial year in which it is receivable.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

The Mediators Institute of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

Employee benefits

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The company also operates a defined benefit pension scheme for its employees providing benefits based on final pensionable pay. The assets of this scheme are also held separately from those of the company, being invested with pension fund managers.

Taxation

The company holds a Charitable Tax Exemption under CHY number 20062453

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income Statement.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include trade and other receivables, and cash and bank balances, are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in the profit and loss account.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities

The Mediators Institute of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

All loans and borrowings, both assets and liabilities are initially recorded at the present value of cash payable to the lender in settlement of the liability discounted at the market interest rate. Subsequently loans and borrowings are stated at amortised cost using the effective interest rate method. The computation of amortised cost includes any issue costs, transaction costs and fees, and any discount or premium on settlement, and the effect of this is to amortise these amounts over the expected borrowing period. Loans with no stated interest rate and repayable within one year or on demand are not amortised. Loans and borrowings are classified as current assets or liabilities unless the borrower has an unconditional right to defer settlement of the liability for at least twelve months after the financial year end date.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

3. Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

4. Income

The income for the financial year is analysed as follows:

	2023 €	2022 €
By Category:		
Membership Fees	126,447	96,695
Training	11,858	8,940
Conference Income	26,946	17,292
Course Fees	180	-
Training Courses	3,930	-
Other operating income	-	351
	<u>169,361</u>	<u>123,278</u>

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of the promotion and the use of mediation as a process of dispute resolution by ensuring the highest standards of education, training and professional practice of mediation and by increasing public awareness of mediation.

The Mediators Institute of Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2023

5.	Operating deficit	2023	2022
		€	€
	Operating deficit is stated after charging:		
	Depreciation of tangible assets	1,677	1,677
6.	Employees		
	The average monthly number of employees, including directors, during the financial year was 3 (2022-2).		
		2023	2022
		Number	Number
	Admin	3	2
7.	Tangible assets		
		Plant and machinery	Fixtures, fittings and equipment
		€	€
	Cost		
	At 1 January 2023	9,785	3,635
	At 31 December 2023	9,785	3,635
	Depreciation		
	At 1 January 2023	3,470	2,270
	Charge for the financial year	1,223	454
	At 31 December 2023	4,693	2,724
	Net book value		
	At 31 December 2023	5,092	911
	At 31 December 2022	6,315	1,365
8.	Investments		
		Deposit Accounts	Total
		€	€
	Deposit Accounts		
	Amount Invested	101,191	100,000
	At 31 December 2023	101,191	100,000
	Net book value		
	At 31 December 2023	101,191	100,000
	Investments are made up of deposits in State Savings Bonds		
		2023	2022
		€	€
	Cost of State Savings Bonds	101,191	100,000

The Mediators Institute of Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2023

9. Debtors	2023	2022
	€	€
Other debtors	0	600
	<u> </u>	<u> </u>
10. Creditors	2023	2022
Amounts falling due within one year	€	€
Taxation	8,652	8,408
Other creditors	5,228	7,272
Deferred Income	21,377	16,140
	<u> </u>	<u> </u>
	35,257	31,820
	<u> </u>	<u> </u>
11. Taxation	2023	2022
	€	€
Creditors:		
PAYE/PRSI Liability	8,652	8,408
	<u> </u>	<u> </u>

12. Status

This is a company limited by guarantee. 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 financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of 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 € 2.

13. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2023.

14. Post-Balance Sheet Events

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

15. Related Party Transactions

The Mediators Institute of Ireland is a company limited by guarantee and its directors are related parties. There were no related party transactions during the year.

16. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on _____ October 16th 2024

THE MEDIATORS INSTITUTE OF IRELAND CLG

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023

NOT COVERED BY THE AUDITORS REPORT

THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS

The Mediators Institute of Ireland CLG

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

TRADING STATEMENT

for the financial year ended 31 December 2023

	Schedule	2023 €	2022 €
Income		<u>169,361</u>	<u>122,927</u>
Gross surplus Percentage		<u>100.0%</u>	<u>100.0%</u>
Overhead expenses	1	<u>(207,300)</u>	<u>(172,963)</u>
		<u>(37,939)</u>	<u>(50,036)</u>
Miscellaneous income	2	<u>1,191</u>	<u>351</u>
Net deficit		<u><u>(36,748)</u></u>	<u><u>(49,685)</u></u>

The Mediators Institute of Ireland CLG

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

SCHEDULE 1 : OVERHEAD EXPENSES

for the financial year ended 31 December 2023

	2023 €	2022 €
Administration Expenses		
Wages and salaries	95,965	75,926
Assessors Fees	3,540	2,410
Staff defined contribution pension costs	13,449	10,992
Staff training	250	1,000
Rent payable	-	3,847
Insurance	2,705	1,224
Light and heat	-	75
Repairs and maintenance	43	-
Printing, postage and stationery	1,926	1,388
Advertising	1,615	6,760
Telephone	2,150	1,798
Computer costs	25,896	5,087
Motor expenses	12	-
Travelling and subsistence	3,063	457
Legal and professional	10,086	5,862
Consultancy fees	131	10,880
Bank charges	284	471
Paypal processing payments	3,075	3,740
Staff welfare	1,000	1,109
General expenses	5,752	9,251
Conference and Meeting Expenses	28,853	22,482
Auditor's remuneration	5,228	6,027
Depreciation of tangible assets	1,677	1,677
Charitable donations	-	500
	206,700	172,963

The Mediators Institute of Ireland CLG

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

SCHEDULE 2 : MISCELLANEOUS INCOME

for the financial year ended 31 December 2023

	2023 €	2022 €
Miscellaneous Income		
Sundry income	<u>1,191</u>	<u>351</u>