Annual Report 2024-2025

Contents

CHAIR'S REPORT

On behalf of the Board, I am pleased to present this Chair's statement for Common Purpose Ireland Limited for the year ended 31 July 2025. The last financial year was, and the current period remains, shaped by global and domestic uncertainty. This has been influenced by geopolitical instability, economic pressures, environmental risk, and social challenges. Given these circumstances, the importance of effective and inclusive leadership across all sectors has become increasingly evident.
Common Purpose Ireland exists to deliver public benefit by developing leaders who can work collaboratively to address complex societal challenges.

Demand for our programmes remained strong throughout the year. We continued to deliver leadership development programmes that bring together participants from diverse sectors, backgrounds and generations. These activities are central to our charitable purpose and contribute to stronger organisations, communities, and society.

This Annual Report outlines the organisation's activities and financial performance for the year. The Board is satisfied that:

- Common Purpose Ireland has used its resources responsibly and in furtherance of its charitable objectives, and appropriate systems are in place to ensure accountability, transparency and compliance.

- The CEO's report provides further detail on operational performance and future sustainability.

- Last year, the Board approved a new five-year strategy, the key elements of which are outlined elsewhere in this report. This is being implemented, and we are on track.

Following approval of the new strategy, an Operational Framework Committee was established to assess organisational capacity, infrastructure and remuneration arrangements required to support delivery; this committee continues to review the progress.
Due to conflicting priorities, the board agreed to defer the planned Board Performance Review again and to have it undertaken by an external party in late 2026.

Through its Governance Sub-Committee, the board reviewed compliance with the Charities Governance Code and confirmed compliance with the Code's core standard II. All remuneration matters were reviewed and approved by the Board. The Board thanks the staff team for their professionalism and commitment and acknowledges the continued support of clients, advisory members, partners, and stakeholders.

CEO'S REPORT

Over the past year, Common Purpose has embarked on a truly innovative and engaging journey, breaking new ground with initiatives like "Leaders for Nature" and "All Island Legacy." We've forged new partnerships with organisations such as Leave No Trace Ireland and Native Events, strengthening our network of collaborators. Our unwavering commitment to reaching out across sectors reflects our deep belief in the power of connection and collaboration to foster a stronger, more equitable society.

As we actively seek new partners, the executive team and the board of Common Purpose remain dedicated to making a meaningful impact through effective leadership. We strive to cultivate social capital, promote inclusivity, and ensure everyone has an opportunity to thrive.

Looking ahead, we recognise the vital importance of diversifying our income streams while keeping our mission firmly in focus. This year marked a significant transition for us into impactful, tailored programs that complement our cherished core offerings: Lighthouse for senior leaders and Beacon for high-potential leaders.

We also took important steps to expand our reach into Northern Ireland, where Common Purpose successfully delivered the all-island Legacy programme.

This initiative brought together 80 young people from across the island to work together on the shared challenges faced by our communities and nurture and empower the next generation of leaders.

While our financial results will showcase our achievements, they may not fully capture the immense investment of time and resources made by our dedicated Executive team. Their commitment to developing a sustainable and impactful model for the future is truly commendable.

Our open programs, Lighthouse and Beacon, once again brought together a diverse mix of leaders from various sectors, creating a vibrant tapestry of experiences and insights. This collaborative model encourages leaders to learn from one another, facilitated by the convening power of Common Purpose and our innovative experiential techniques.

CEO'S REPORT

This year, we celebrated our success in achieving wide representation from different sectors among our participants, reflecting the make-up of Irish society, by offering around 40% of our spots through free bursaries or subsidised fees. This diversity is not just a statistic; it's a testament to our mission of uniting leaders from all walks of life. Our overarching goal is to inspire collective thinking and collaboration, creating synergies and innovations that benefit our communities.

Vision, Mission, & Purpose

Vision

Common Purpose exists to expand what leadership means and who leadership is for. Established in Ireland in 1996, we have spent nearly three decades building a reputation as a trusted partner in leadership development, and our ambition for the years ahead is to go further still.

Our strategic intent for 2025–2027 is to become the primary destination in Ireland for those seeking to lead positively in a changing world, and our Vision of "An Ireland where empowered leaders are working across boundaries to build a vibrant and connected society" remains the core of our work at Common Purpose.

Mission

We believe that better leadership makes for a better world. Our mission is to develop leaders who can move beyond the boundaries of their own sector, background and experience, building the connections, perspective and confidence needed to lead positively in an increasingly complex environment. We do this by bringing diverse people together, exposing them to new thinking, and creating the conditions for transformative learning that lasts.

Approach

Society increasingly demands cross-sector collaboration and stronger, more connected leadership at every level. Common Purpose addresses this directly.

Cross-sectoral participation sits at the heart of all our programmes, bringing community, corporate and public sector leaders together to share their experiences, challenge their assumptions, and build the kinds of relationships that continue to shape how they lead long after the programme ends.

Our curriculum is designed to deliver transformative learning experiences for individuals and organisations who want to make a difference, developing leaders who can drive their organisation's purpose, respond meaningfully to the societal challenges of our time, and contribute to a more connected and vibrant Ireland.

We are proud of what Common Purpose Ireland has built over nearly three decades, and with a clear strategic direction, a strengthened programme offering, and a growing community of leaders behind us, we are energised by what comes next.

Our Programme Delivery

To fulfil our vision and mission, we provide a growing and evolving range of programmes designed to meet leaders at every stage of their journey. Over the past year, we have refreshed and expanded our offering to better reflect the current leadership climate and the needs of those we serve.

Our Open Programmes remain at the core of what we do, bringing together leaders from across sectors, backgrounds and organisations to learn from one another and from the communities they serve. In response to participant feedback and the shifting demands of leadership today, we have updated the curriculum across our Open Programmes to reflect the most pressing challenges facing leaders, from navigating uncertainty and complexity to leading across difference and driving meaningful change.

Alongside this curriculum refresh, we have also updated the structure and delivery of our programme days to better suit the realities of leaders' working lives.

As part of this evolution, our programmes have been renamed to better capture their purpose and ambition:

- The Lighthouse Programme (formerly the Senior Leaders Programme) supports experienced leaders in broadening their perspective, deepening their cross-sector connections, and leading with greater confidence and purpose in a changing world.
- **The Beacon Programme** (formerly the High Potential Leaders Programme) develops the next generation of leaders, equipping those with significant potential to step up, think differently, and make their mark across sectors and communities.

We also deliver a wider range of other programmes that extend our reach and impact:

- **Customised Programmes** for clients such as the NTMA and the Department of Foreign Affairs, tailored to build leadership pipelines and address the specific development needs of organisations across the private, public and not-for-profit sectors.
- Legacy Programmes: bring together 18-25 year-olds to explore what an inclusive city looks like and develop the civic leadership instincts of the next generation. We have the Legacy Dublin programme and the All-Island Legacy programme. These are student programmes, which connect third-level institutions across the globe to develop authentic leadership in young people and open their eyes to the responsibilities and possibilities of leading in a connected world.

STRATEGIC PLAN AND PROGRESS

Common Purpose Ireland exists to expand what leadership means and who leadership is for. Since our establishment in Ireland in 1996, we have built a reputation as a trusted and independent partner in leadership development, and our ambition for the years ahead is to go further still.

To support our mission and give clear direction to that ambition, Common Purpose Ireland worked with a strategic consultant and designer to develop a focused strategic plan for 2025–2027. That plan is built around a single, defining intent: to become the primary destination in Ireland for those seeking to lead positively in a changing world. Our mission rests on three interconnected pillars:

- Accessible and Independent Leadership Development. Our alumni hail from all sectors and a diverse range of industries and backgrounds. We are committed to maintaining our independence while ensuring that cost is never a barrier to participation. The breadth and diversity of our community are not incidental to what we do; they are central to it. When leaders from different worlds come together, everyone learns more.

- High-Quality Programmes That Support Leaders in Creating Change. Our programmes are dynamic, rigorous and grounded in real-world context. Through experiential learning, exposure to diverse perspectives, and space for reflection, we equip leaders with the insight and confidence to innovate, navigate complexity and drive meaningful change in their

A central priority within this strategy is growing participation from private sector leaders, particularly across our Open Programmes. Increasing private sector engagement brings greater diversity of experience into the room and ensures that Common Purpose is as relevant and valuable to business leaders as it is to those working in the public and community sectors. We are actively developing tailored entry points and bespoke offerings that address the specific needs of private-sector organisations, helping them build their own leadership pipelines while enriching the experience for every participant in the room.

We are also committed to developing new programme formats, including Immersive experiences that give leaders dedicated space to explore emerging challenges in depth, and bite-sized offerings that lower the barrier to entry for new participants taking their first steps with Common Purpose.

Our Strategic Plan
2025–2027

Leverage position to expand reach - building on our strong reputation to grow awareness, attract new participants and lead the national conversation on what it means to lead positively in a changing world.

Grow product offering to meet needs - evolving and expanding our programmes to serve leaders at every stage of their journey, from first engagement through to lifelong connection with Common Purpose.

Activate network to grow opportunities - harnessing the collective power of our alumni and broader network to create new connections, new products and new pathways for impact.

Strengthen structures to support progress - investing in the processes, systems and team structures that allow us to deliver our ambitions sustainably and at scale.

Impact & Outcome

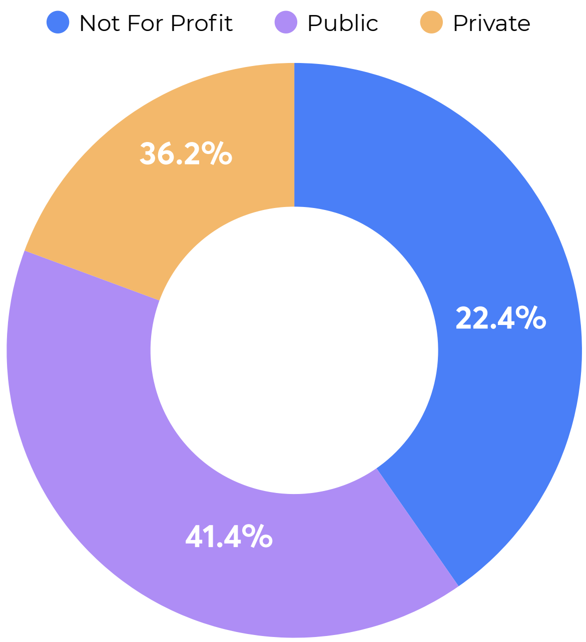
GLOBAL

- Delivered 3,646 programmes over 30+ years
- Over 143,254 alumni worldwide
- Those who participated came from 67 different countries
- Participants represented over 1,000 organisations and universities

LOCAL

- Over 100 contributors to Common Purpose programmes in the 2024-2025 cycle
- The ages of people who participated in CP programmes range from 18 to over 65 years old
- Common Purpose Ireland had over 250 graduates from the 2024-2025 reporting cycle

Public, Private, & Non-Profit Organisations Represented 2024 -2025



In the period 2024-2025, there were 56 unique organisations across the programmes, with some having participants in different periods.

Programme Breakdown

Across 2024 and into 2025, Common Purpose Ireland delivered four open programmes, Beacon Autumn 2024, Beacon Spring 2025, Lighthouse Autumn 2024, and Legacy Dublin 2024, alongside the All-Island Legacy Programme 2024, collectively reaching 216 participants across the island. The programmes drew participants from a wide range of sectors, spanning the arts, frontline services, not-for-profit, private, public, and social enterprise fields, reflecting the genuinely cross-sector ambition at the heart of Common Purpose Ireland's work.

Gender diversity was a consistent strength across all programmes. Women made up the majority of participants throughout, ranging from 54% in Legacy Dublin to 76% in Beacon Autumn, a strong signal of female leadership representation across the island.

Beacon Spring 2025 was the largest open programme with 42 participants, dominated by public (46%) and private (35%) sector professionals, while Legacy Dublin 2024 was the biggest cohort overall at 79 participants and stood out for its focus on underrepresented communities, including members of the Traveller and Roma communities (4%), neurodivergent individuals (10%), visually impaired participants (2%), and wheelchair users (1%).

Nationality data, captured on a voluntary basis, further highlighted the diverse mix of voices in the room. Beacon Spring 2025 notably included participants from both sides of the border, with 21% identifying as Northern Irish, underscoring the all-island reach of the work.

The table below breaks down the different statistics on how participants were represented in the programmes during the reporting cycle.

Open Programmes	Attendance Numbers	Sectors	Diversity	
			Gender	**Nationality** (*this information is captured via a diversity survey which is not mandatory*)
Beacon- Autumn 2024	21	**Arts**- 9% **Not-for-profit-** 33% **Private**- 23% **Public**- 14% **Social enterprise-** 14%	Female- 76% Male- 24%	**Irish- 81%** **Non-Irish- 19%**
Beacon- Spring 2025	42	Arts- 2% Frontline- 4% Not-for-profit- 9% Private- 35% Public- 46% Social enterprise- 4%	Female- 71% Male- 29%	**Irish- 77%** **N. Irish- 21%** **Non-Irish- 2%**
Lighthouse- Autumn 2024	25	Arts- 8% Not-for-profit- 12% Private- 44% Public- 28% Social enterprise- 4%	Female- 64% Male- 36%	Irish- 84% Non-Irish- 16%
Legacy Dublin- 2024	79	Marginalised groups including traveler/ Roma-4% Visually impaired- 2% Wheelchair user- 1% Neurodivergent- 10%	Female- 54% Male-46%	
Legacy All-Island-2024	49		Female- 67% Male- 33%	

Organisations represented by sector

Public

- Assistive Ireland
- Centre for Effective Services
- Creative Places Darndale
- Department of Culture, Communications and Sport
- Department of Finance
- Department of Rural and Community Development and the Gaeltacht
- Director of Public Prosecutions Office
- Dublin City Council
- Fingal County Council
- Food Safety Authority of Ireland
- Garda Síochána
- Irish Museum of Modern Art (IMMA)
- Irish Prison Service
- Mr. Price Branded Bargains
- National Library of Ireland
- National Screening Service (NSS)
- NEIC
- Northern Ireland Civil Service
- Northern Ireland Statistics & Research Agency
- SOLAS (Further Education and Training Authority)

NGO

- African Professional Network of Ireland
- Axis Ballymun Arts Community Resource Centre
- Black and Irish
- Circle Voluntary Housing Association
- Common Ground
- Connections Arts Centre
- Coolmine Therapeutic Community
- Daisyhouse Housing Association
- Frontline Make Change
- Irish Refugee Council
- Irish Traveller Movement
- Merchants Quay Ireland (MQI)
- New Communities Partnership
- Now Group
- Óga Yoga – Spórt, Spraoi, & Suaimhneas
- Rethink Ireland
- Sanctuary Runners
- Suicide or Survive
- Walkinstown Association (WALK)

Private

- Bridge2Bright Coaching Solutions
- Dublin Tech Summit
- EY (Ernst & Young)
- Genio
- Indeed (Indeed Ireland Operations)
- Inspiring Change
- Malone Group
- Méav Productions Ltd
- O'Herlihy Access Consultancy
- Slalom Ireland
- Translink
- UPMC Ireland

Participant Testimonials

It was a pleasure to host this wonderful group from Common Purpose Ireland (a social enterprise that brings together people from a wide range of backgrounds) this morning, as they participated in the Legacy Dublin programme. Which promotes diversity and inclusion while bridging gaps between generations. The word this year is Trust, and it's vital in business and throughout the recruitment process."

Lorraine Bolger, Associate Director & Immersion organisation host

"This past Friday, I graduated from Beacon a leadership development programme that has changed the way I see myself and the leader I want to become. Throughout this journey, I have been lucky to make incredible friends and to grow both personally and professionally. The programme gave me space to reflect, challenge myself and discover my strengths in new ways. I am leaving the programme with greater confidence, clarity and a strong sense of what it means to lead with purpose."

Siobhán Guerrine, Beacon Participant

"Yesterday marked day 5 of the Common Purpose Leadership Programme, which had us working in the Axis Centre, Ballymun. This last day of the programme had us focused on "Influencing Outside of Our Remit". To start, we listened to the fantastic Sorcha Keane who is the new CEO of Axis and her work influencing her organisation, the Arts and the Ballymun area at large. We then went on to the Rediscovery Centre (if you haven't seen it before - you must); we heard from Claire Downey speak about her leadership role in social enterprise, sustainability and the circular economy."

Brian Mallen, Beacon programme participant

The Board, The Advisory Group and the Ireland Team

Our Governance Structures

Our Board is a diverse group of individuals passionate about change and leadership for societal benefits. We aim to have our Board reflect and represent the demographic of the country in which we work.

Board Committees

Nicholas Davies Board Chair	5 out of 5
Carol Conway Board Secretary	4 out of 5
Sarah Bean	5 out of 5
Tavengwa Tavengwa	3 out of 5
Fiona Keane	4 out of 5
Joseph Ruane	4 out of 5
Jack Kavanagh	4 out of 5
Orla Cunningham	4 out of 5
Jane Trenaman	4 out of 5

The Board as of 31 July 2025

Nicholas Davies, Board Chair	Business Consultant	Holistic Governance
Carol Conway, Board Secretary	Owner	Catalyst
Sarah Bean	Management Consultant	Sarah Bean Consulting
Tavengwa Tavengwa	Partner	EY
Fiona Keane	Head of HR Europe	Standard Life International
Joseph Ruane	Health Manager	Health Service Executive
Jack Kavanagh	Director	Move the Needle
Orla Cunningham		
Jane Trenaman		

Our Advisory Group

The Advisory Group is a cross-sector group of individuals who help Common Purpose keep up to date with developments in their sector and locality. The Advisory Group reflects the rich diversity of the country in which we operate and helps to ensure that our programmes are similarly diverse.

The Members as of 31 July 2025

Helen Burke *Group Chair*	Business Development Manager	IDA Ireland
Tom Foley	Founder	TKL Management Ltd.
Chrissy Hughes	Community Manager	Restored Hearing
Avril Kennan	CEO	Medical Research Charities Group
Sile Larkin	Head of Legal, Policy & Research	The Policing Authority
Adaku Ezeudo	Founder	Phoenix Rize Consulting
Paula Hodson	Director of Development Services	Insurance Institute of Ireland
Peter Connolly	Founder	Lifestyle Awareness
Emma Connors	Chief Executive	Recreate
Gillian Maxwell	General Manager	Central Line Consulting
Lorraine Wheatley	Chief Superintendent	An Garda Siochana
Jannetje van Leeuwen	Entrepreneur	TheStartup.com
Sinead Troy	General Manager	Irish Association of Songwriters, Composers & Authors
Peter O'Halloran	Retired Brigadier General Assistant	Defence Forces

The Common Purpose Ireland Team

Dara Connolly
CEO

Joan Ellison
Programme Director

Victoria Moore
Operations Director

Tamara Markey
Programme Coordinator

Loisa Wakasa
Communications Coordinator

Common Purpose (Ireland) Company Limited by Guarantee

Directors' Report and Financial Statements for the financial year ended 31 July 2025

KSi Faulkner Orr Limited
Statutory Auditors Behan House 10 Lower Mount Street Dublin 2 Dublin
D02 HT71

Company Number: 245649

Common Purpose (Ireland)

Annual Report and Financial Statements

for the financial year ended 31 July 2025

GSW Faulkner Orr (Audit & Assurance) Limited
Statutory Auditors
Second Floor
One Stephen Street Upper
Dublin 8

Company Number: 245649

Common Purpose (Ireland)

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Common Purpose (Ireland)

DIRECTORS AND OTHER INFORMATION

Directors	Carol Conway Fiona Keane Jane Trenaman Orla Cunningham Sarah Suzanne Bean Toluwanimi Akaehomen (Resigned 14 July 2025) Jack Kavanagh Joseph Ruane Simon Davies Tavengwa Tavengwa
Company Secretary	Carol Conway
Company Number	245649
Charity Number	CHY11850
Registered Office	Riverside One, Sir John Rogerson's Quay Dublin 2 Co Dublin Ireland
Business Address	Suite 32 Guinness Enterprise Centre Dublin 8 Co Dublin Dublin D08 V564
Auditors	GSW Faulkner Orr (Audit & Assurance) Limited Second Floor One Stephen Street Upper Dublin 8
Bankers	Allied Irish Bank Dublin 1 Co Dublin
Solicitors	McCann FitzGerald Riverside One Sir John Rogerson's Quay Dublin 2 Co Dublin

Common Purpose (Ireland)
DIRECTORS' REPORT
for the financial year ended 31 July 2025

The directors present their report and the audited financial statements for the financial year ended 31 July 2025.

Principal Activity and Review of the Business
The principal activity of the Company is the advancement of education for the public benefit and to educate men and women from a broad range of cultural, institutional, social, and economic backgrounds in constitutional, civic, economic and social studies with special emphasis on civil and social awareness and responsibility in Ireland.

Common Purpose offers a range of programmes in accordance with a license agreement with Common Purpose Limited residing in the UK. These programmes are for leaders of all ages, backgrounds, and sectors. Through the programmes, participants gain a wider perspective which improves their vision. As their vision improves, their decision-making gets better. They forge networks that can have a major impact on their organisation and the community (networks which no other experience can provide). This can have far-reaching consequences and can unlock leadership potential in a genuinely different way.

Common Purpose aims to increase the number of informed people actively involved in shaping the future of their organisations, and society.

The Company delivers a number of programmes, which are:

- Open, which brings together emerging and senior leaders recruited from the Private, Public and Not for Profit sectors and diverse backgrounds, so that they would learn about their community and work better together.
- Customised, where we develop and curate the content based on the scope agreed with individual organisations
- Legacy, which brings together 18- to 25-year-olds to explore what an Inclusive city looks like
- Student programmes which bring together various third level institutions to enlighten young people around the power of authentic leadership

For these programmes, apart from Legacy, we levy fees. For Legacy, we have secured sponsorship from Private, Public and Not for Profit sectors organisations.

All our Programmes aim to cover the direct and indirect costs and contribute to maintaining an appropriate level of reserves.

There has been no changes in nature and rating of the principal risks during the period facing the Company as set out below, together with the mitigations adopted to manage these risks.

- Achievement of the Strategic Objectives,
- Maintain and improve the Common Purpose brand reputation and awareness,
- Access to adequate resources (people and funds), and
- Financial and operating processes, including reporting are not effectively maintained or managed.

The primary mitigation of the risks outlined above is the Board performs a quarterly review of operational and financial performance including budget to actual, rolling 12 months cash flow forecasts and Strategic and Operational KPIs.

- The sustainability of Common Purpose Limited licensor and resource provider

The Chair and CEO maintain regular contact with Common Purpose Limited to ascertain the sustainability status. The Board has also considered the ability to operate and deliver programmes which fulfil the Company's strategic objectives and are satisfied that there will be a sustainable business model for the foreseeable future.

Results for the year and current performance; The results of the Company for the year are set out in the Income Statement on page 11 and the related notes to the financial statements.

In the financial year ended 31 July 2025, the company's performance was better than the budgeted deficit. However, compared to the prior year's performance, the income was significantly less resulting in a deficit, with our costs being comparable to the prior year and in line with budget.

The decline in income was due to:
- Not securing the level of customised programmes, and
- Number of open programmes in the year ended 31 July 2025 was less with participation down on some of the programmes held.

In the Table below is the breakdown of the Attendance Numbers and the Sectorial and Diversity profiles for the Open Programmes held during the financial year ended 31 July 2025.

Open Programmes	Attendance Numbers	Sectors	Diversity	
			Gender	Nationality (this information is captured via a diversity survey which is not mandatory)
Beacon- Autumn 2024	21	Arts- 9% Not-for-profit- 33% Private- 23% Public- 14% Social enterprise- 14%	Female- 76% Male- 24%	Irish- 81% Non-Irish- 19%
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Legacy All-Island- 2024	49		Female- 67% Male- 33%	

The financial results and relevant disclosures reported in the financial statements do not reflect key aspects of the business model and financial performance, which is managed by the company. These aspects and their financial impact in the financial year ended 31 July 2025 are set out below.

- Every open programme requires diversity and sectorial balance. To achieve this, the company provides a bursary based on an assessment of the ability to pay by that participant or the organisation, who has nominated the participant. This bursary comes in the form of a discounted fee. The value of bursaries granted was circa €162k (2023/24) - €152k). This represents a discount of 52% (2023/24 - 37%) on the potential advertised fees for the programmes held in the financial year.

- To deliver the activities of the company, we rely on contractors and internships to provide additional resources. The type of resources provided, and the financial impact is set out below:

- o Contractors supplied business development and publishing services at a total cost of circa €12k (2023/24 - €18.5k).
- o Internships of which there were 7 (2023/24 - 6) during the year were the equivalent of 2 full-time staff. It is estimated the benefits accruing to the company was circa €50k (2023/24 - €45k).

At the Board meeting on 28 August 2025, the Budget for year ending 31 July 2026 was approved, which was based on:
- Maintaining the level of open programmes
- Maintaining the success of the Legacy and Leaders for Nature programmes
- Continuing to seek out new opportunities to deliver customised programmes, and
- Investing in the appropriate resources

Additionally, the Board has not changed its objective to have a level of reserves equivalent to six months' future operating costs and administration expenses. On 31 July 2025, whilst the financial outturn is a deficit as advised, the levels of reserve are in line with the Board's reserves policy.

The Board, when reviewing the budget for the year ending 31 July 2026, it approved the additional investment in human resources. It noted the company's current reserves are more than adequate and the Board's reserve objective will not be subject to material risk for the next 12 months.

The results to date are in line with expectations.

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

There has been no significant change in these activities during the financial year ended 31 July 2025.

Financial Results
The (deficit)/surplus for the financial year after providing for depreciation amounted to €(336) (2024 - €93,817).

At the end of the financial year, the company has assets of €235,017 (2024 - €270,492) and liabilities of €46,223 (2024 - €81,362). The net assets of the company have decreased by €336.

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

Carol Conway
Fiona Keane
Jane Trenaman
Orla Cunningham
Sarah Suzanne Bean
Toluwanimi Akaehomen (Resigned 14 July 2025)
Jack Kavanagh
Joseph Ruane
Simon Davies
Tavengwa Tavengwa

The secretary who served throughout the financial year was Carol Conway.

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

Post Balance Sheet Events
There have been no significant events affecting the company since the financial year end.

Auditors
The auditors, GSW Faulkner Orr (Audit & Assurance) Limited, continue in office in accordance with section 383(2) of the Companies Act 2014.

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.

Common Purpose (Ireland)
DIRECTORS' REPORT
for the financial year ended 31 July 2025

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 Riverside One, Sir John Rogerson's Quay, Dublin 2, Co Dublin.

Signed on behalf of the board

Simon Davies
Director

Carol Conway
Director

Date: 23 February 2026

Common Purpose (Ireland)

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 July 2025

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 that 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" 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

Simon Davies
Director

Carol Conway
Director

Date: 23 February 2026

INDEPENDENT AUDITOR'S REPORT
to the Members of Common Purpose (Ireland)

Report on the audit of the financial statements

Opinion
We have audited the financial statements of Common Purpose (Ireland) ('the company') for the financial year ended 31 July 2025 which comprise the Income Statement, the Balance Sheet, the Reconciliation of Members' Funds, the Statement of Cash Flows 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 Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council.

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 July 2025 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are 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 Common Purpose (Ireland)

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 8, 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 located on the IAASA's website at: www.iaasa.ie/wp-content/uploads/2022/10/Description_of_auditors_responsibilities_for_audit.pdf. The description forms part of our Auditor's 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.

Emma Delaney

Emma Delaney
for and on behalf of
GSW FAULKNER ORR (AUDIT & ASSURANCE) LIMITED
Statutory Auditors
Second Floor
One Stephen Street Upper
Dublin 8

Date: 23/02/2026

Common Purpose (Ireland)

INCOME STATEMENT

for the financial year ended 31 July 2025

	Notes	2025 €	2024 €
Income		**366,748**	467,254
Expenditure		**(367,084)**	(373,437)
(Deficit)/surplus for the financial year		**(336)**	93,817
Total comprehensive income		**(336)**	93,817

Approved by the board on 23 February 2026 **and signed on its behalf by:**

Simon Davies
Director

Carol Conway
Director

Common Purpose (Ireland)
BALANCE SHEET
as at 31 July 2025

	Notes	2025 €	2024 €
Fixed Assets			
Tangible assets	5	**2,321**	1,861
Current Assets			
Debtors	6	**77,668**	48,386
Cash and cash equivalents		**155,028**	220,245
		232,696	268,631
Creditors: amounts falling due within one year	8	**(46,223)**	(81,362)
Net Current Assets		**186,473**	187,269
Total Assets less Current Liabilities		**188,794**	189,130
Reserves			
Retained surplus		**188,794**	189,130
Members' Funds		**188,794**	189,130

The financial statements have been prepared in accordance with the small companies' regime.

Approved by the board on 23 February 2026 **and signed on its behalf by:**

Simon Davies
Director

Carol Conway
Director

Common Purpose (Ireland)

RECONCILIATION OF MEMBERS' FUNDS

as at 31 July 2025

	Retained surplus	Total
	€	€
At 1 August 2023	95,313	95,313
Surplus for the financial year	93,817	93,817
At 31 July 2024	189,130	189,130
Deficit for the financial year	(336)	(336)
At 31 July 2025	**188,794**	**188,794**

Common Purpose (Ireland)

STATEMENT OF CASH FLOWS

for the financial year ended 31 July 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
(Deficit)/surplus for the financial year		**(336)**	93,817
Adjustments for:			
Depreciation		**490**	77
		154	93,894
Movements in working capital:			
Movement in debtors		**(29,282)**	(16,059)
Movement in creditors		**(35,139)**	39,143
Cash (used in)/generated from operations		**(64,267)**	116,978
Cash flows from investing activities			
Payments to acquire tangible assets		**(950)**	(1,937)
Net (decrease)/increase in cash and cash equivalents		**(65,217)**	115,041
Cash and cash equivalents at beginning of financial year		**220,245**	105,204
Cash and cash equivalents at end of financial year	7	**155,028**	220,245

Common Purpose (Ireland)
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 July 2025

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.

Taxation and deferred taxation
The Company has been recognised by the Charities Section of the Revenue Commissioners as a body established for charitable purposes within the meaning of Section 333 Income Tax Act 1967 and accordingly, is exempt from corporation tax.

3. Operating (deficit)/surplus

	2025 €	2024 €
Operating (deficit)/surplus is stated after charging:		
Depreciation of tangible assets	**490**	77
Deficit/(surplus) on foreign currencies	**301**	-

4. Employees

The average monthly number of employees, including directors, during the financial year was 4, (2024 - 4).

5. Tangible assets

	Computer Equipment €	Total €
Cost		
At 1 August 2024	1,937	1,937
Additions	950	950
At 31 July 2025	2,887	2,887
Depreciation		
At 1 August 2024	76	76
Charge for the financial year	490	490
At 31 July 2025	566	566
Net book value		
At 31 July 2025	**2,321**	**2,321**
At 31 July 2024	1,861	1,861

6. Debtors

	2025 €	2024 €
Trade debtors	**54,096**	47,306
Other debtors	**1,227**	116
Taxation	**90**	90
Prepayments	**1,855**	874
Accrued income	**20,400**	-
	77,668	48,386

Included in debtors are fees payable by Common Purpose Charitable Trust of €17,146 (2024: €24,956).

7. Cash and cash equivalents

	2025 €	2024 €
Cash and bank balances	**155,028**	220,245

Common Purpose (Ireland)
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 July 2025

8. Creditors
Amounts falling due within one year

	2025	2024
	€	€
Trade creditors	3,492	5,941
Taxation	5,530	5,807
Other creditors	500	-
Accruals	26,701	19,620
Deferred Income	10,000	49,994
	46,223	81,362

Included in creditors are licence fees payable to Common Purpose Limited Nil (2024: €9,008).

9. State Funding

Government Department and Agency	**Department of Rural and Community Development and the Gaeltacht**
Grant Programme	Legacy Dublin 25 and the All-Island Legacy 2026
Grant Term	2025-2026
Total Grant	€21,000
Income received in year	€21,000
Income recognised in the year	€11,000
Income received in previous year	Nil
Fund deferred at financial year end	€10,000
Repayment to funder	Nil
Capital Grant	No
Restriction on use	No

Government Department and Agency	**Department of Rural and Community Development and the Gaeltacht**
Grant Programme	Legacy Dublin 24
Grant Term	2024
Total Grant	€21,000
Income received in year	€10,500
Income recognised in the year	€10,500
Income received in previous year	€10,500
Fund deferred or due at financial year end	Nil
Repayment to funder	Nil
Capital Grant	No
Restriction on use	No

Government Department and Agency	**Department of Foreign Affairs**
Grant Programme	All-Island Legacy
Grant Term	April-May 2025
Total Grant	€49,994
Income received in year	Nil
Income recognised in the year	€38,488
Income received in previous year	€49,994
Fund deferred or due at financial year end	Nil
Repayment to funder	€11,506
Capital Grant	No
Restriction on use	No

10. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one 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 € 1.27

continued

11. Capital commitments

The company had no material capital commitments at the financial year-ended 31 July 2025.

12. Post-Balance Sheet Events

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

13. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 23 February 2026

COMMON PURPOSE (IRELAND)

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 JULY 2025

NOT COVERED BY THE AUDITORS REPORT

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

Common Purpose (Ireland)
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
DETAILED INCOME STATEMENT

for the financial year ended 31 July 2025

	2025	2024
	€	€
Income	**366,748**	467,254
Expenditure		
Wages and salaries	**219,345**	207,006
Social welfare costs	**24,247**	22,374
Staff training	**7,544**	6,185
Rent payable	**7,380**	7,380
Rates	**(1,973)**	460
Insurance	**2,981**	2,933
Programme Costs	**54,508**	54,151
Sponsorship costs	**8,400**	11,248
Contractor costs	**6,025**	12,300
Licence fee	**15,310**	26,986
Office expenses	**6,145**	3,205
Advertising	**210**	1,200
Telephone Broadband	**204**	941
Entertaining	**416**	792
Accountancy Fees	**6,175**	6,082
Bank charges	**696**	466
Profit/loss on exchange	**301**	-
Staff expenses	**3,051**	3,479
General expenses	**-**	560
Subscription	**440**	157
Auditor's remuneration	**5,020**	5,455
Depreciation	**490**	77
Charitable donations	**169**	-
	367,084	373,437
Net (deficit)/surplus	**(336)**	93,817

Common Purpose International, Company Limited by Guarantee. Registered Office: Monmouth House, 38-40 Artillery Lane, London E1 7LS - Registered in England 3207453, Registered Charity 1056573