

Annual Report & Financial Statements

2021





Contents

Message from our Chairperson	3
Who We Are	4
Our Core Areas of Work	8
Where we Work	10
Our Programmes	13
Bridge the Gap	14
Inclusive Communities	15
VIVID	16
Humanitarian Action	17
Advocacy	18
Bridge the Gap: Ayichew’s Story	20
Governance	22
Safeguarding	23
Fundraising	24
Looking to the Future	25
Financial Statements	27

Message from our Chairperson

As Chair of CBM Ireland, I’m delighted to share with you our Annual Report 2021.

2021 saw another challenging year for all as we continued to experience the impact of Covid-19 and uncertainty as to the ongoing economic and social effects of the pandemic. Despite these challenges CBM Ireland continued its mission fighting to end the cycle of poverty and disability.

This important work has again been made possible by our committed board and team in collaboration with CBM Global colleagues and partner organisations in the countries we work. We are so very grateful to the continued commitment and generosity of our individual supporters, grant and institutional funders without whom none of it would happen.

I’m proud of CBM Ireland’s achievement, yet there is much work to be done as we continue to see girls, boys, women and men living with disabilities disproportionately impacted by Covid-19 and the worsening climate crisis.

We are committed to building on the successes to date and have developed an ambitious strategy over the next four years to be Ireland’s established leader in inclusive international development, working in partnership with the disability movement, to deliver quality development programmes and provide inclusion expertise.

This Annual Report outlines our key activities and achievements in 2021. We look forward to continuing this important work, to ensure we fulfil our vision of an inclusive world where everyone can enjoy their human rights and fulfil their full potential.

Eoin McManus
Chair, CBM Ireland



Who We Are

CBM works alongside people with disabilities in the world's poorest places to fight poverty and exclusion and transform lives. Drawing on over 100 years' experience, we work with the most marginalised in society to break the cycle of poverty and disability and build inclusive communities where everyone can enjoy their human rights and fulfil their full potential.

We work in over 20 countries, investing in long-term, authentic partnership with the Disability Movement and maximising our impact through a coordinated mix of inclusive community-based programmes, local to global advocacy and delivering inclusion advice to other organisations.

How we work

Our work and world-leading expertise is focussed in 4 core areas: disability-inclusive community development, inclusive humanitarian action, inclusive eye health and community mental health. Our programmes across Africa, Asia and Latin America are developed and delivered with local partner organisations to ensure long-term transformation and accountability in communities we serve. We draw on learning and evidence from our community work to inform our advocacy and achieve systemic change for people with disabilities. We share our expertise, advising governments, UN bodies and others on how to ensure inclusion in their own organisations, policies and programmes through our Inclusion Advisory Group

Authentic partnership with the Disability Movement underpins all we do. We're deeply committed to working alongside people with disabilities and their representative organisations, and to the principle of "nothing about us without us". We work with and support organisations of people



with disabilities in our programmes, to ensure we meet the needs of, and are accountable to, the individuals and communities we serve. Our advocacy aims to support and amplify the voices of people with disabilities, from community to global level. Our advisory approach is undertaken with the best technical experts on disability inclusion – people with disabilities themselves.

We maximize our impact by delivering a combination of Field Programmes, Advocacy and External Advisory work, all in partnership with the disability movement:

Field Programmes

Our programmes across Africa, Asia and Latin America are developed and delivered with local partner organisations to ensure long-term transformation and accountability in communities we serve.

Advocacy

We draw on learning and evidence from our community work to inform our advocacy and achieve systemic change for people with disabilities.

External Advisory

We share our expertise, advising governments, UN bodies and others on how to ensure inclusion in their organisations, policies and programmes through our Inclusion Advisory Group.



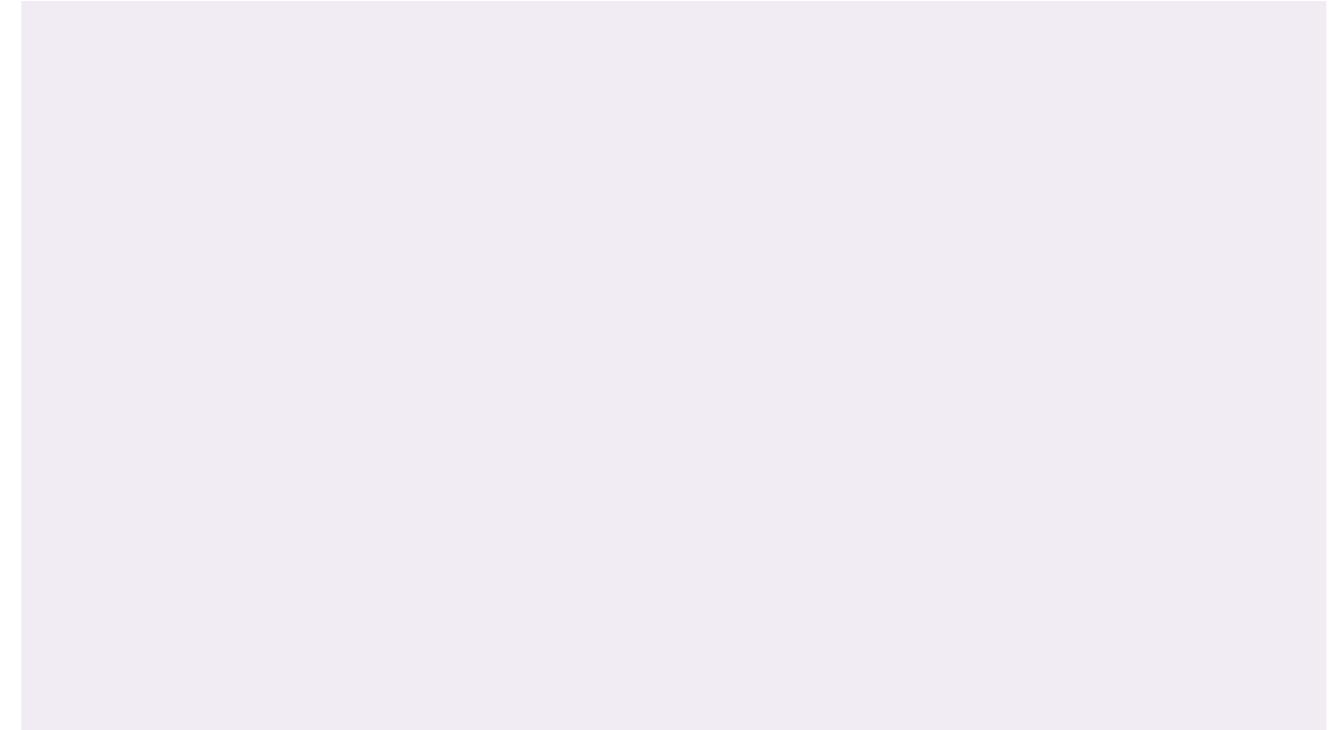
Our Core Areas of Work

Community-Based Inclusive Development

People with disabilities are routinely excluded from health, education, livelihood opportunities and the chance to fully participate in their communities. We work in partnership with the Disability Movement at all levels to promote inclusion. Our life-changing community development programmes across Africa, Asia and Latin America improve access to inclusive education, employment, healthcare and improve quality of life for women, men and children with disabilities and their families. We use evidence and learning from our community based work to support the Disability Movement in advocating for inclusive national laws and policies and achieving global change.

Inclusive Eye Health

A billion people worldwide live with avoidable blindness or visual impairment due to lack of access to eye health services. For many women, men and children living in poverty, access to straightforward interventions such as cataract surgery or a pair of glasses are out of reach. We work to improve access to inclusive and comprehensive eye health services for all, strengthening national eye health systems, making services affordable and accessible to the poorest and most marginalised people and helping eliminate Neglected Tropical Diseases, even for the most vulnerable groups.



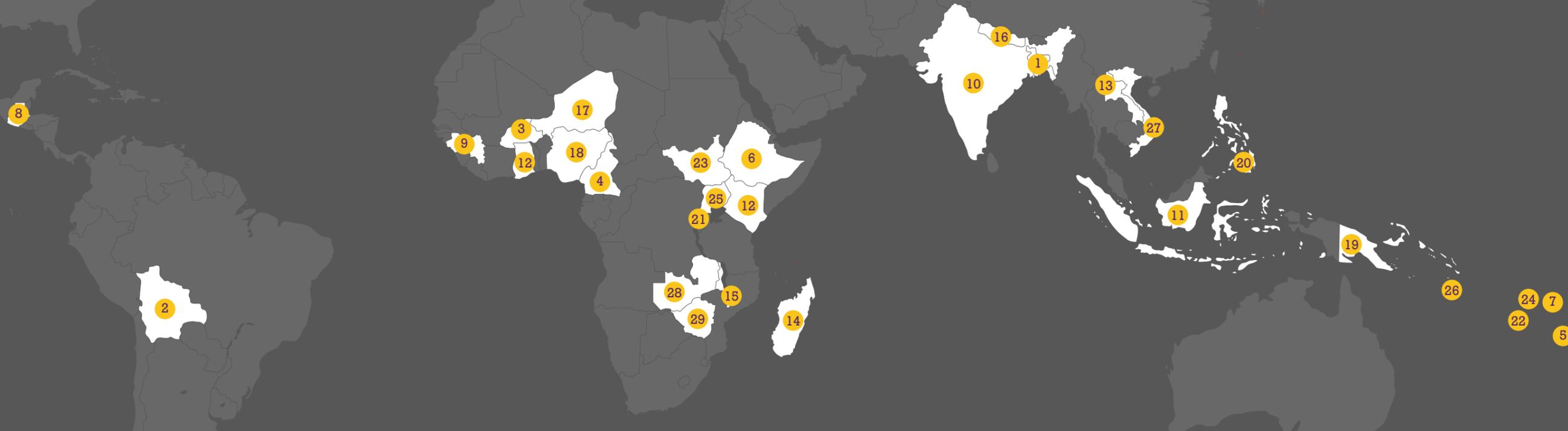
Community Mental Health

Mental health conditions are a major cause of disability and ill-health worldwide. Those living in poverty are at greatest risk and least likely to access treatment or support. Many people experiencing mental health conditions and psychosocial disability face stigma, discrimination, even abuse. With decades of experience in the field of global mental health, CBM Global recognises the central role of mental health in wellbeing and works to promote good mental health, challenge the exclusion of people with psychosocial disabilities, and strengthen mental health systems, so that mental health needs are recognised and addressed.

Humanitarian Action

People with disabilities are among those most affected by humanitarian crises and often the last to receive help. When disasters strike, we work with local organisations of persons with disabilities and other partners to deliver urgent aid. We promote the participation of people with disabilities in reducing the risk of disasters and preparing and responding to humanitarian crises. We share technical expertise and learning with mainstream humanitarian organisations to help them include people with disabilities in their response, through consultancy, tools and guidance, and advocacy at local, national and international level.

Where we work



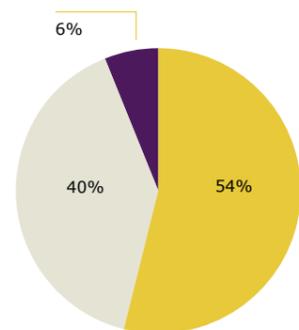
In 2021, CBM worked in 29 of the poorest countries in the world to fight poverty and exclusion and transform lives.

- | | |
|-----------------|----------------------|
| 1. Bangladesh | 16. Nepal |
| 2. Bolivia | 17. Niger |
| 3. Burkina Faso | 18. Nigeria |
| 4. Cameroon | 19. Papua New Guinea |
| 5. Cook Islands | 20. Philippines |
| 6. Ethiopia | 21. Rwanda |
| 7. Fiji | 22. Samoa |
| 8. Guatemala | 23. South Sudan |
| 9. Guinea | 24. Tonga |
| 10. India | 25. Uganda |
| 11. Indonesia | 26. Vanuatu |
| 12. Kenya | 27. Vietnam |
| 13. Laos | 28. Zambia |
| 14. Madagascar | 29. Zimbabwe |
| 15. Malawi | |



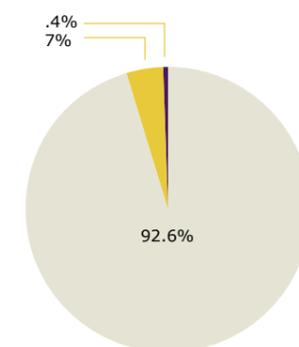
Our Programmes

In 2020, CBM Ireland reached more than 61,161 people in our fight against poverty and exclusion. We spent €1,491,227 on overseas programmes to create positive change for people with disabilities in the world's poorest places.



Income

● Donations and Legacies	€ 840,724
● Grants from Governments and Others	€ 620,536
● Other income	€ 90,424
Total	€ 1,551,684



Expenditure

● Charitable Activities	€ 1,381,234
● Fundraising	€ 103,261
● Governance	€ 6,732
Total	€ 1,491,227

Bridge the Gap

In 2018, CBM began the Bridge the Gap programme in the Amhara Region of Ethiopia, a three-year inclusive development project. The Bridge the Gap team works with government officials, hospitals, and schools to build communities that welcome and care for everyone equally. CBM believe that if people with disabilities have their voices heard, they can help shape their communities for the better.

In 2020, we renovated six schools and established inclusive resource centres for students with disabilities and their communities. Six Special Needs Education teachers' committees were formed to support children with disabilities in their schooling. These committees remained active throughout the pandemic, supporting the educational needs of children with disabilities at home.

Disability clubs were established in six schools to promote inclusion and encourage children with disabilities to participate in the wider school community: Children with and without disabilities come together for drama, music, and sign-language lessons.

People with disabilities have fewer livelihood opportunities due to their conditions and the social constraints put upon them. Often, community attitudes and stigma hamper a person with a disability's access to resources, services and the job market.

To combat this, in 2020, CBM Ireland supported close to 300 people with disabilities to join Village Saving and Loan Association groups, allowing beneficiaries to access loans, save, and have better autonomy. Together with our partners, we provided disability inclusion training to participating financial institutions and established business systems with Association groups. We also delivered training in business skills to persons with disabilities to start small enterprises.



People in the world's poorest countries face a convergence of inequalities and emergencies. Amid these vulnerabilities, Covid-19 has knocked children and families least able to cope first and hardest: Vulnerable groups, like those with disabilities from economically disadvantaged areas, are more susceptible to the virus and more likely to have difficulty accessing health services. For these reasons, CBM and partners stepped up our provision of healthcare-related services in our programme countries.

In 2020, we funded renovations on eight health centres in Ethiopia in order for them to be more accessible for persons with physical disabilities.

We supported surgical rehabilitation services for almost 400 children and adults with disabilities in conjunction with government agencies. Complementing this effort, our community-based facilitators tutored 670 caretakers and parents on best practices for caring for a child's health and well-being. In particular, 85 parents were tutored on caring for children with Cerebral palsy.

Two assistive device production workshops in East Gojjam and South Gondar were supported to supply assistive devices to at least 289 people with impairments.



Inclusive Communities

Inclusive Communities is CBM Ireland's two-year programme (2021-2023) which seeks to increase access to rights and participation of people with disabilities in in Kenya and Zimbabwe. The programme aims to strengthen the grassroots voices of people with disabilities, including those with psychosocial disabilities, and that they will be active and equal participants in family, community and national life.

Inclusive Communities is implemented across two regions: Kilifi County in Kenya, and Chimanimani and Chipinge districts in Zimbabwe. The basic consideration underpinning the programme is that people with disabilities are also more vulnerable to mental health difficulties than people without a disability because of the stresses associated with having a disability in the first place. It is also the case that women and girls with disabilities are statistically the most vulnerable. Unfortunately, people with mental health and psycho-social disabilities are often further marginalised by the disability community itself.

This community-based inclusive development (CBID) programme will improve access for people with disabilities to education, health services and livelihood opportunities, and peer support, thus improving resilience to emergency situations such as floods, droughts or social unrest. The programme will create sustainable change in how disability is perceived by people, their communities and government institutions and will pay particular focus on perceptions, supports and systems around mental health, including those of the disability community.



The aims of the Inclusive Communities, through the Community-Based Inclusive Approach, developed by CBM, are to strengthen the voices of people with all kinds of disabilities and provide them with information to aid in accessing services and care, with the objective that this will greatly improve the quality of services for people with disabilities. It is our hope that, through the programme, people with disabilities will become active participants in the development, implementation and monitoring of disability and mental health inclusive laws, policies, and programmes.

But people with disabilities are not our only focus. One of the Inclusive Communities programme objectives is to ensure that the families of people with disabilities and their representative organisations are strengthened and effectively advocating on various issues, including access and provision of Mental Health and Psychosocial Support Services in their communities.

Currently, Inclusive Communities brings in people with lived experience of mental health conditions and psychosocial disabilities to engage with the public to dispel myths and misconceptions around disability. People with disabilities, particularly mental health, and psychosocial disabilities are being strengthened to self-advocate, lobby, engage and hold local government officials accountable to guarantee that government bodies have inclusive structures and work collaboratively with people with disabilities to fulfil their disability mandate promoting greater levels of engagement.



VIVID

Persons with disabilities are estimated to represent 15% of the world's population. In humanitarian contexts, their mortality rate is two to four times higher than people without

disabilities: humanitarian assistance must evolve to meet the needs of people with disabilities by placing them at the centre of humanitarian action.

CBM Ireland leads an EU-Aid Volunteers funded project titled 'VIVID', which aims to increase the ability of International non-Governmental organisations to hire and retain persons with disabilities to work in humanitarian response.

The project team comprises CBM Global, Abilis Foundation, European Disability Forum, Tearfund Ireland, Viatores Christi and ASPeM. Together, the consortium builds on the growing evidence of the need to adapt programmes to be more inclusive of persons with disabilities. It also mirrors the United Nations support for disability-inclusive development as an essential condition for a sustainable future.

By combining disability inclusion, volunteering and humanitarian action, VIVID brings people with disabilities to the forefront of development.

We do this by providing training, workshops, peer-mentoring, webinars and networking events, establishing ways to share information between organisations on inclusion, and disseminating information online.



In 2020, despite the trials of adjusting to working virtually, the consortium thrived. Each participating organisation drew up an action plan identifying gaps for developing and implementing inclusive practices in humanitarian and volunteering actions, seven peer-mentoring meetings were held, a virtual international conference titled 'Best Practices on Volunteer Management' was organised online and a library of resources was developed, which will further evolve in the year ahead.

Other programme work



Humanitarian Action

The Covid-19 pandemic impacted the lives of families across the world: Health systems the world over struggled to respond, none more so than countries already suffering from poverty and disaster.

To address the coronavirus threat, CBM Ireland adapted pre-existing programmes, mounted information campaigns, and worked to deliver food, soap, protective equipment and hygiene kits to 7,444 people.

We rolled out large-scale public information campaigns, reaching 6,900 people in Kenya, so that every family could be empowered with the best guidance to protect their loved ones. In Kajiado County, we partnered with local radio and gave a platform to leading health experts to ensure expert advice was available to the broadest possible audience.

For the country's poorest, our Community Health Workers took to the streets, tirelessly educating thousands of people on the dangers of Covid-19 and providing psycho-social support to all that needed it.

We also worked with schools, providing education and psycho-social support to 750 pupils and 20 teachers in Kajiado County, Kenya.

The Covid-19 pandemic has exacerbated pre-existing vulnerabilities: Lockdowns and preventative measures created unprecedented challenges for people with disabilities and their families. To ease the financial burden on families in Ethiopia, we supported over 500 people with disabilities with basic food supplies and sanitation equipment.

As part of Zimbabwe's Cyclone Idai recovery programme, we reached over 14,000 people - children and adults with disabilities and their family members - by providing mobile cash transfers to address food insecurity.



Advocacy

CBM advocates to change policies in favour of people that we work for. Why work on policy? Because policy shapes people's lives and the planet, which we live in. We engage with policy makers and our partners in development at local, regional and global levels. Our advocacy work is supported by our experience in the field and evidence generated by our research. The goal of our advocacy work is to influence government and the sector for systemic and sustainable policy change that ensures inclusive development and humanitarian and climate action.

CBM Ireland is committed to building a world where all people with disabilities can enjoy their human rights and achieve their full potential. This cannot be achieved alone. Through advocacy, we amplify the voices of people with disabilities at various levels. Through our work, we demonstrate why other organisations – including governments and other NGOs – should include people with disabilities and share our expertise in how to do this.

How We Work

CBM Ireland is a member of the federation of CBM Global Disability Inclusion. We believe advocacy is both local and global. Both our global and national advocacy complement one another. The combined power of the CBM Global federation and our Organisations of Persons with Disabilities (OPD) partners, both globally and nationally, we strive to bring about change.

OUR KEY ADVOCACY INITIATIVES:

Inclusion in the UN Security Council: With lived experience in peace building, Ireland's current role in the UN Security Council paves the way to do more for the world. CBM Ireland together with the International Disability Alliance (IDA) engage with the Irish Government, in promoting inclusive peace building and protection of persons with disabilities in war and conflict.

Climate Justice: We promote climate-just solutions to growing crisis related to climate change. We ensure that organisations of persons with disabilities (OPDs) are involved at all levels of policy and practices. CBM Ireland is promoting disability inclusive international and national policies on climate change adaptation and mitigation under this goal, working in collaboration with OPDs and through partnerships with climate action networks.

Data for Better Accountability: The identification of gaps and difficulties governments have in upholding pledges is made possible by the availability of evidence-based data on people living with disabilities at the national and international levels. For OPDs to collaborate with policymakers to solve the gaps and amend current policies and regulations, they must have data and know how to use it. As part of this priority, CBM Ireland collaborates with its OPD partners and alliances to support policies and initiatives that emphasis data collection and push for better data on persons with disabilities and other marginalised groups. We collaborate with our country teams and OPD partners on advocacy at the national level.

UN Convention on the Rights of Person with Disabilities: While the convention has been signed by many governments, the implementation is slow and compartmentalised. We work with Dóchas network and collectively influence the government to formulate policies and allocate greater resources for inclusive development and humanitarian practices in the Global South.

Inclusive Humanitarian Action: CBM Ireland is promoting inclusion and accountability for persons with disabilities and their representative organisations in the humanitarian sector under this focus, working in collaboration with OPDs.



Madagascar Emergency: Mosa's Story

Mosa, 45-year-old, lives with a physical and intellectual disability and has difficulty expressing himself. He lives in the Commune of Berano Ville, in the District of Ambaoasary in Madagascar. Because he does not have a crutch, he uses his spade for his daily commute.

Mosa is not able to live on his own, he lives with his mother who takes care of him daily. Despite his disability, however, he helps the family by growing roots and tubers such as cassava and sweet potatoes. Due to the lack of rain because of climate change, their plantation can no longer yield enough crops to support their most basic needs. To survive, they had to sell their house and when there is nothing left to eat in the area, they travel to Amboasary, about 15 km away from the village, hoping to get some food for the day.

"We leave early in the morning and arrive late in the evening because I cannot walk fast." Mosa For his mother, their living conditions are particularly challenging – "It is difficult to take care of Mosa, do the chores and still find a way to get some money for us to survive".



It is thanks to your support we have been able to give families like Mosa's emergency food, cooking equipment, medication and other essentials as well as livelihood support. We are collaborating with local disability organisations to ensure that other agencies reacting to the disaster make emergency relief accessible to individuals with disabilities.

His mother says: "We thank CBM because we suffered a lot before, we received money that allowed us to buy pots and also some food to eat."

Governance

CBM Ireland is a registered charity in Ireland, and is constituted as a company limited by guarantee. We are committed to ensuring accountability and transparency with disclosures of all aspects of our charitable work.

In August 2020, CBM Ireland joined a new Federation, CBM Global Disability Inclusion Vereniging, or 'CBM Global', registered in the Netherlands. CBM Ireland was previously a member of CBM International, and a transition phase up to December 2021 is underway to transfer respective operations between the old Federation (CBM International) and the new (CBM Global).

CBM Ireland is a full member of Dóchas, the umbrella group of International Non-Governmental Organisations in Ireland. While CBM Ireland's Chief Executive Officer is a Board member of Dóchas and is its current Vice-Chair. As a member of Dóchas, CBM Ireland is a signatory to their Code of Conduct on Images and Messages, a guiding light on respect for human dignity.

We are also an active member of Coalition 2030, an alliance of 75 civil society organisations working together to ensure Ireland keeps its promise to achieve the Sustainable Development Goals.

CBM Ireland's Board has formally adopted the 'Charities Governance Code' as devised by the Charities Regulatory Authority and meets the standards of openness, transparency and integrity required to qualify for the Charities Institute Ireland's Triple Lock Standard.

CBM Ireland's Board of Directors

CBM Ireland's Board is committed to ensuring the organisation delivers on its mission and upholds its core values through strategic direction, leadership and financial oversight. CBM Ireland's Board consists of seven directors, all of whom contributed their time and expertise on a voluntary basis. They met six times in 2020 – virtually, in line with Government guidelines - to ensure the highest standards of corporate governance and operational effectiveness. In line with this mandate, the Board undertook an audit of internal policy to ensure compliance with the Charities Regulatory Authority of Ireland's Governance Code.

The Board of Directors has five committees: The Audit, Finance and Risk Committee; The Overseas Programme Committee; The Human Resources and Remuneration Committee; The Fundraising, Advocacy and Communications Committee; and The Governance and Policy Committee.

Safeguarding

It is our responsibility at CBM to make sure that all children and adults who engage with our advocacy, advisory work, development, and humanitarian field programmes are safeguarded to the greatest extent possible.

At CBM, we believe that every child and adult has the right to be protected from all forms of harm, abuse, neglect, and exploitation, regardless of age, gender, sexuality, sexual orientation, religion, ethnic origin or whether they have a disability. CBM has a zero tolerance toward all forms of abuse and takes seriously any safeguarding concern or allegation involving CBM Global staff, representatives, and partners.

This means that we will:

- Take proactive steps to prevent abuse, including child abuse, financial abuse, emotional or psychological abuse, neglect, physical abuse, sexual abuse, and verbal abuse.
- Respond to every reported concern and where there is indication of a possible violation of this policy, a thorough investigation will be initiated, and appropriate disciplinary action taken as required.
- Hold all CBM staff and representatives up to the same standards and procedures, regardless of their position within the organization. This means CBM will put in place systems and procedures to ensure that our staff, representatives, programmes and operations do no harm to children, adults-at-risk and programme participants; that we do not expose them to the risk of harm, abuse, neglect or discrimination; and that all safeguarding concerns or allegations raised in relation to CBM are appropriately responded to in a timely manner and reported to the appropriate authorities.

Safeguarding Focal Persons

CBM Ireland has two Safeguarding Focal Persons – one staff member (our Programme Manager), and one on the Board of Directors (our Board Chair). The role of the Safeguarding Focal Person is to:

- Provide support to colleagues to prevent and respond to safeguarding incidents and concerns
Receive safeguarding incident reports
- Escalate incident reports appropriately and seek additional support as needed when managing incidents.
- Raise awareness and promote best practices in safeguarding through trainings and regular briefings

Safeguarding in humanitarian action

We recognize that humanitarian situations pose some of the highest risk for abuse, neglect, and exploitation. These risks are higher for girls, boys and women with disabilities, the elderly and other marginalised groups. Article 11 of the Convention on the Rights of Persons with Disabilities highlights the obligation to ensure the protection and safety of persons with disabilities in situations of risk, including armed conflict, humanitarian emergencies and natural disasters.

Fundraising

Thanks to your generosity, we pivoted our programmes and helped some of the poorest people on the planet through the Covid-19 pandemic.

In June 2020, CBM Ireland launched an emergency campaign to aid our response to the Covid-19 crisis. The pandemic had reached the town of Woreta, in northern Ethiopia, close to where we work, and people were starting to get sick. The response to our Covid-19 emergency campaigns was truly humbling - €132,877 was raised in just two months.

We would like to thank our many corporate donors, whose support was pivotal in a challenging year. Electric Aid generously supported CBM Ireland's Bridge the Gap programme, donating €61,037. When the pandemic threatened the hard-won progress of the programme, Electric Aid supplied personal protective equipment to 1,710 families so that frontline staff could continue their life-changing work. INTO and ASTI graciously supported inclusive education in the Amhara Region in Ethiopia, providing accessible learning materials for six schools. This contribution has changed the learning experiences for children with disabilities, enabling them to participate in the classroom fully. Also, in 2020, the DCC Staff World Fund and RTE One World Fund supported the renovation of six health centres in the Amhara region, enabling people with disabilities to access essential health services.

Looking to the Future

CBM Ireland's strategic goal for 2021–2025 is to be Ireland's established leader in inclusive international development, working in partnership with the disability movement, to deliver quality development programmes and provide inclusion expertise.

The real change we strive for focuses on working with marginalised communities to break the cycle of poverty and disability, treat and prevent conditions that lead to disability and build inclusive communities where everyone can enjoy their human rights and achieve their full potential.

Strategic Goals

BUILD CAPACITY & EXPERTISE: Ensure CBM Ireland is equipped with the necessary resources and structures in place to maximise organisational growth and sustainability

Key to CBM Ireland's growth is how we ensure our organisation meets governance and regulatory standards, and how we promote good governance and demonstrate accountability and transparency. We commit to continued high levels of governance, regulatory adherence, accountability and transparency. In an ever-changing landscape we must also leverage resources to maximise organisational sustainability and growth. We cannot deliver on our mission without a strong, supported team in place. Our HR activities and performance management system equips us to attract, develop and retain talent, building a strong foundation to deliver our strategy.

BUILD REPUTATION & INFLUENCE: Influence the mainstreaming of disability by both government and the wider international development sector

CBM Ireland will continue in its efforts to effect real change through its efforts to influence government and the wider international development and humanitarian sector to mainstream disability in policy and programming. In support of this goal, we will also work with government and the sector to provide the necessary expert and technical expertise to support mainstreaming of disability into both development programming and humanitarian action.

BUILD PROGRAMME: Increase the reach and impact of our international programmes and grow institutional and grant funding.

Design and delivery of quality programmes is central to CBM Ireland's strategy. In order to deliver this, we will continue to work closely with our in-country teams and partners, with increased collaboration with Organisations of Persons with Disabilities (OPDs). Increased institutional and grant funding will be sought to support growth of our programme portfolio both in development work and humanitarian action.

BUILD DONOR GIVING: Grow a diverse and sustainable individual giving programme, providing the highest standards of donor care.

We will seek new ways of attracting new supporters across various platforms, in particular digital whilst improving the efficiency and effectiveness of our traditional fundraising activities, notably direct mail. Our individual supporters are so important to us, and we will continue to provide the highest levels of donor care and stewardship.

BUILD PROFILE: Raise the profile of CBM Ireland within the sector, amongst decision makers and the giving public.

Sharing our stories of change will reinforce our vision amongst key decision makers who can effect real change and also raise CBM Ireland's profile with the giving public. Integrating our communications across all platforms, in particular digital will support our programme, advocacy and fundraising efforts.

The 2021 – 2025 Strategic Plan will be reviewed and rolled over on an annual basis. For the period of this plan, CBM Ireland as a Christian international development organisation will continue to provide real and long-lasting change to the lives of people with disabilities in the poorest communities around the world.



By 2025, with the support of CBM Ireland board, our professional staff, the partners we work and the CBM Global federation, we expect to achieve the following:

- Continued high levels of governance, accountability, transparency and adherence to regulatory requirements. Resources used efficiently and effectively leading to organisational growth and stability. A talented, committed and supported team.
- A solid and sustainable foundation of diverse fundraising income streams, including digital, providing the highest levels of donor care to an increase supporter base.
- Definitive movement is evident on mainstreaming disability into government policy, development programming and humanitarian response, as well as in those of other sector INGOs. Technical expertise and support to many in reaching such levels is realised in partnership with CBM Ireland.
- A growing portfolio of development programming and humanitarian action, with increase engagement with the disability movement. Increased institutional funding from Ireland and EU and other grant foundations.
- Increased awareness of CBM Ireland and the work we do, as well as an established reputation as the lead on inclusive development programming, humanitarian action and expert technical expertise and support to others.

Financial Statements