



**BOARD
MATCH**

2024

ANNUAL REPORT

BOARDMATCH.IE



SECTION 1: Strategy & Impact

Chair & CEO Welcome

Dear Friends and Valued Stakeholders,

It is with great pride that we present our Annual Report for 2024, a year marked by growth, resilience, and significant achievements for Boardmatch.

Over the past year, we facilitated 482 board appointments to Irish charities and not-for-profits, our highest number ever. It shows the continued demand for skilled governance within the charity sector and highlights the impact of our work in strengthening governance across Ireland.

Our Leadership Development Programme (LDP) and Premium Search Service successfully placed 121 individuals on charity boards in 2024, continuing to bridge the skill gap. We also expanded our Trustee Speed-Dating event to Co. Cork, leading to a combined 60 board placements, making it our most successful year yet and a key fixture in the sector calendar.

Training remained a cornerstone of our work, with 754 participants attending our open and in-house board training programmes. This reflects the growing recognition of the importance of trustee education and governance excellence. Meanwhile, our board review service saw unprecedented growth, with demand doubling from the previous year.

Despite challenges, including staff transitions, our team remained dedicated, focusing on the successful implementation of our strategic objectives. We continued to support national initiatives such as the Volunteering Strategy, the We Act campaign, the Future Board Leaders initiative, and Trustees' Week, reinforcing our commitment to fostering a strong culture of volunteerism and leadership.

We extend our sincere gratitude to the team, board members, committees, partners, and supporters. Your dedication and belief in our mission fuels our success. Together, we are shaping stronger and more effective boards for the future.



Fred Karlsson
Chairperson



Eva Gurn
CEO

Boardmatch Ireland Strategic Plan: 2022-2024

In January 2022, Boardmatch began our 3-year strategy (2022 – 2024). Boardmatch’s purpose is to strengthen the boards of organisations in the Community & Voluntary sector so they can increase their impact in communities around Ireland. Our 3-year strategy sets out how we plan to follow our purpose and achieve our core objective: To be the leading board recruitment provider in the Community & Voluntary sector – providing board-ready trustees for charities and not-for-profits. We were proud to complete our 3-year strategy this year and as a team and board, have reflected on our successes and challenges throughout the 3 years.

There are 6 pillars to our Strategic Plan:

1



Promote and Drive Board and Committee Volunteering to the Community & Voluntary sector and to Individuals

2



Provide and Encourage Individuals to Undertake Learning to be Informed and Prepared to be the Best Trustee

3



Support Board/ Committee Members

4



Be a Strong Voice in the Sector for Board Recruitment and Training (Marketing/Comms)

5



Organisation Development

6



Research*

Our main strategic outcomes are:

1

Boardmatch will be recognised as the leading organisation for board recruitment in the Community & Voluntary sector.

2

Boardmatch will be the leader in Ireland for providing “Board ready” candidates for Community & Voluntary boards – candidates that understand their legal duties and responsibilities.

3

Boardmatch is the platform that will facilitate open board recruitment and assist in diversifying charity boards.

* Following our 2022 research project with Goodbody, we did not complete any research in 2024. Therefore Pillar 6 will not be focused on in this annual report.

Boardmatch Strategy Review (2022-2024)

Key Achievements

Boardmatch's most ambitious strategic plan in over a decade has been a resounding success, with **most objectives achieved or nearing completion**. Despite many challenges such as staff turnover, the team demonstrated resilience, surpassing many key performance indicators (KPIs).

Key Outcomes:

1



Board Recruitment

Leadership – Boardmatch is now the leading organisation for charity board recruitment in Ireland, supporting major charities and not-for-profits.

2



Board Diversity & Inclusion

– The introduction of the **Future Leaders Programme** in collaboration with The Leadership Academy has expanded governance diversity, bringing fresh perspectives to boards.

3



Board-Ready Candidates

– Boardmatch is preparing to launch the first **free trustee training initiative**, further embedding education into board development.

Performance Highlights:



98% of board appointment targets met –

placing **1,323** individuals in roles.



99% of board support targets achieved –

assisting nearly **2,500** boards.



Growth in training and development –

in terms of participants **trained**.



Leadership Development Programme (LDP) –

evolved, securing **new key partnerships**, including with The Central Bank of Ireland.



Trustee Speed-Dating events expanded –

including a **successful launch** in Cork.



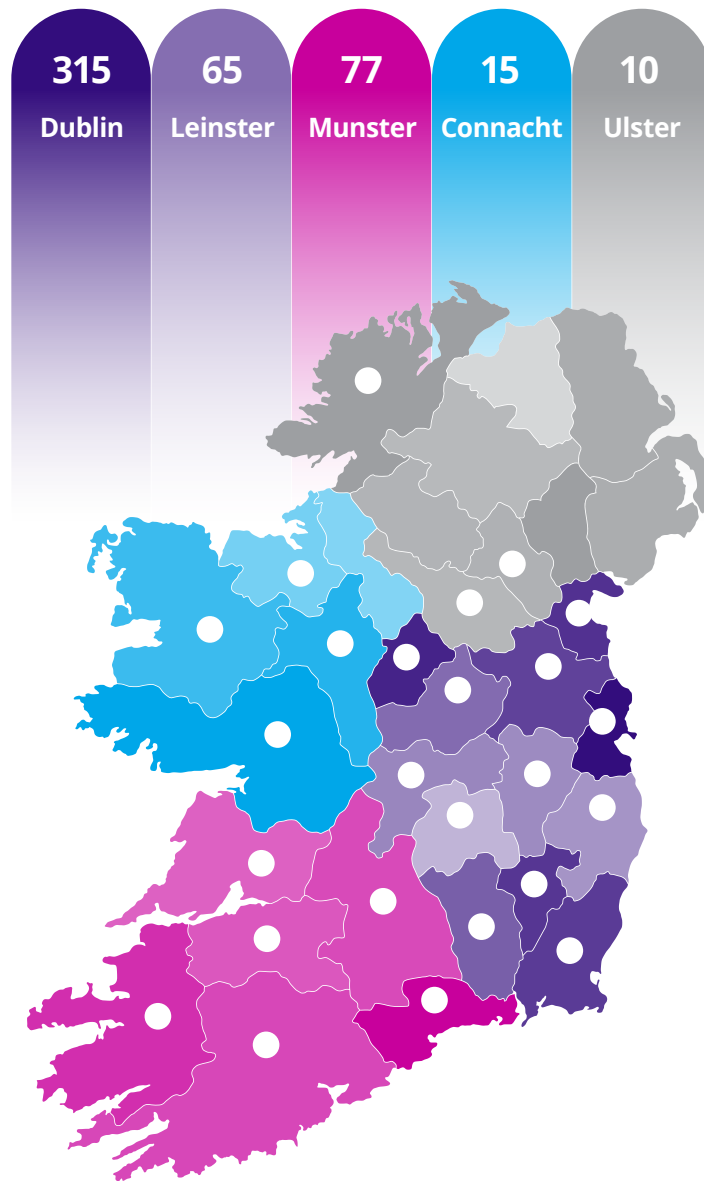
New research on not-for-profit governance –

published in collaboration with Goodbody, provided invaluable sector insights.

With a strong foundation for the future, Boardmatch will continue driving governance excellence, broadening accessibility, and enhancing sector-wide impact.

2024 at a Glance

482 Not-For-Profit Board Appointments 2024






























482
2024 Total

444
2023 Total

12%
increase
on all board
appointments

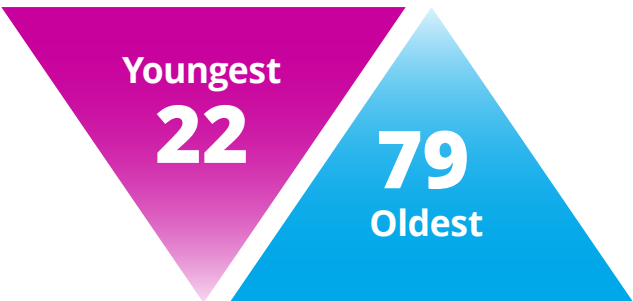
57%
increase on 2023 Munster
board appointments

Areas of Focus 2024

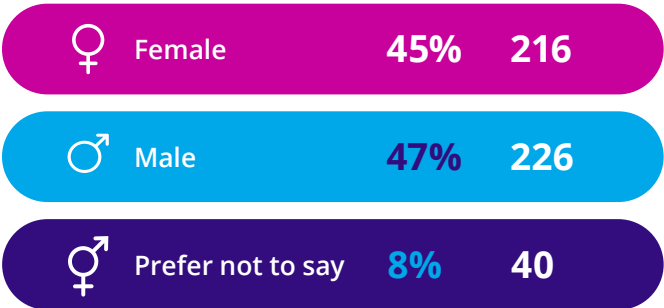
-  Addiction Services
-  Advocacy
-  Animal Welfare
-  Arts, Culture, Heritage, Science
-  Business and Enterprise Development
-  Children and Families
-  Civil and Human Rights
-  Community Welfare & Social Services
-  Conflict resolution or reconciliation
-  Disability
-  Education, Training & Research
-  Environment Sustainability
-  Healthcare
-  Homelessness
-  Housing
-  International Development
-  LGBTQI
-  Local Community Development
-  Mental Health
-  Older People Services
-  Philanthropy
-  Poverty Relief
-  Rehabilitation
-  Sport and Recreation
-  Support and Counselling
-  Voluntary Work
-  Youth

482 Board Appointments 2024

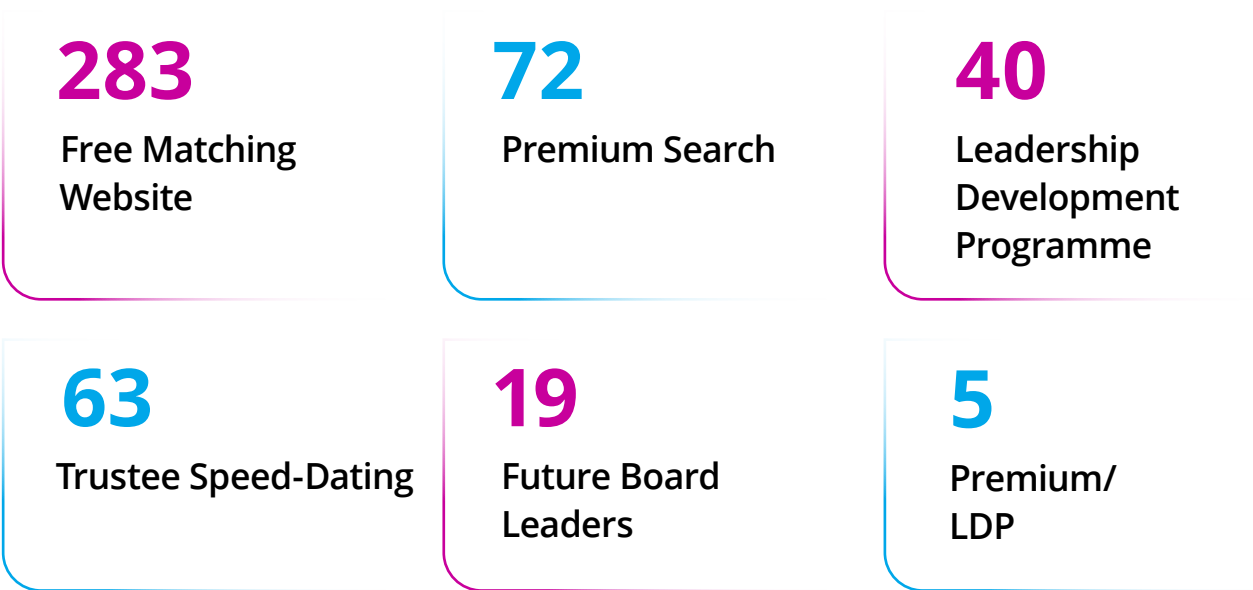
Appointee Age Breakdown



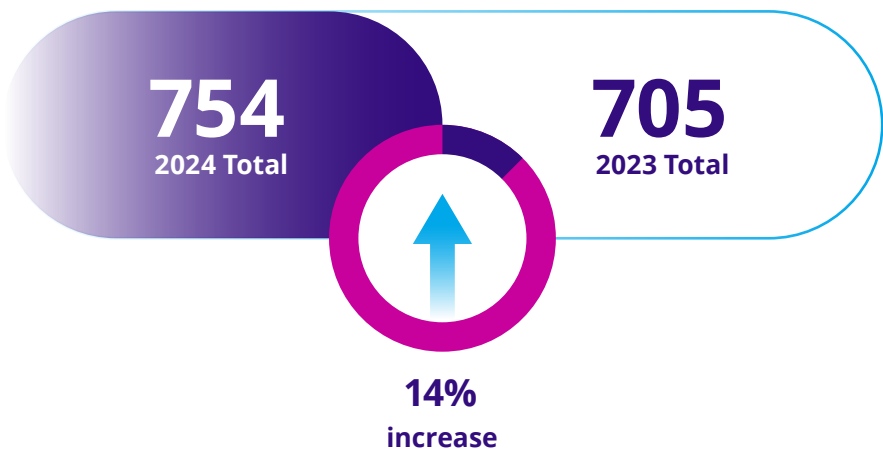
Appointee Gender Breakdown



Board Placements Search Type 2024



Training Statistics 2024



SECTION 2: Pillar 1 – Promote and Drive Board and Committee Volunteering to the Community and Voluntary Sector and to Individuals

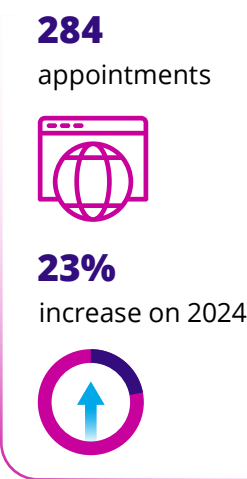
FOCUS ON: Free Matching Website

Our Free Matching Website for charity and not-for-profit organisations is the primary board recruitment service that we offer.

Boardmatch’s Free Matching Website remains Ireland’s largest database for charity and not-for-profit board opportunities. As champions of independent board recruitment in the sector, we continue to provide our website and its array of features entirely free of charge. This ensures that charity and not-for-profit organisations of all sizes, as well as prospective candidates, have access to our extensive database and this essential board matching service.

2024 was our second year to have a dedicated team member supporting the website and its users – our Website & Member Support Officer assists and guides both organisations and candidates through the platform, ensuring smooth board journeys and elevated success for all. Users can utilise our free webinar sessions that are held throughout the year, and for tailored advice and recruitment strategies, organisations can avail of our 1-to-1 onboarding and support calls.

Our website support highlights our commitment to ensuring meaningful engagement on the platform – something we are always striving to improve. In 2025, we look forward to supporting the 6,500+ users on our platform, as well as further developing our website services.



Hear from organisations that have benefited from our Free Matching Website:

"We were very lucky in finding candidates that are positive about what we do and bring significant new skills. I approached them and they were delighted to be contacted. Two are based in Maynooth and bring very valuable skills. I and MCEP are very grateful for the connections made through Boardmatch. The positive interaction on our call at the outset greatly encouraged me for my discussions with the candidates so keep up the good work. I would highly recommend that people use Boardmatch to find new people for their organisation."

Paul Croghan, Company Secretary,
Maynooth Community Employment Project



4 board appointments in 2024

"For the Mater Hospital Foundation having an open public process to find new board members is a key part of having a robust governance process. The Boardmatch platform was a huge help, it is both easy to use and a very effective tool for reaching a wide range of highly qualified potential Board candidates. We would recommend Boardmatch to other organisations looking to recruit for their board."

Sinéad Healy, Governance & Compliance Lead,
The Mater Hospital Foundation



1 board appointment in 2024

"It really has been invaluable to us in our search and thanks to your service we have found incredible new board members who are such an asset to our charity. The contact request feature was the most successful option for us, the engagement & follow through of those candidates was much higher."

Suzanne O'Connell, CEO,
Outreach Moldova



5 board appointments in 2024

"We recruited 8 new board members to the Sankalpa board in early 2024, all of whom were sourced via Boardmatch. We are happy to advise that of the 8 board members recruited, 7 continue to be board members and are contributing in a number of positive ways to ensure the continued success of Sankalpa. Without the services of Boardmatch I am certain we would not have discovered such good candidates."

Kieron Byrne, Company Secretary, Sankalpa



8 board appointments in 2024

FOCUS ON: Candidates

Each year, hundreds of candidates register with Boardmatch to find a board opportunity – a chance for them to share their skills, expertise, perspectives, and lived experience on charity boards. In 2024, we set a new record of board appointments, placing 482 candidates onto charity boards and committees.

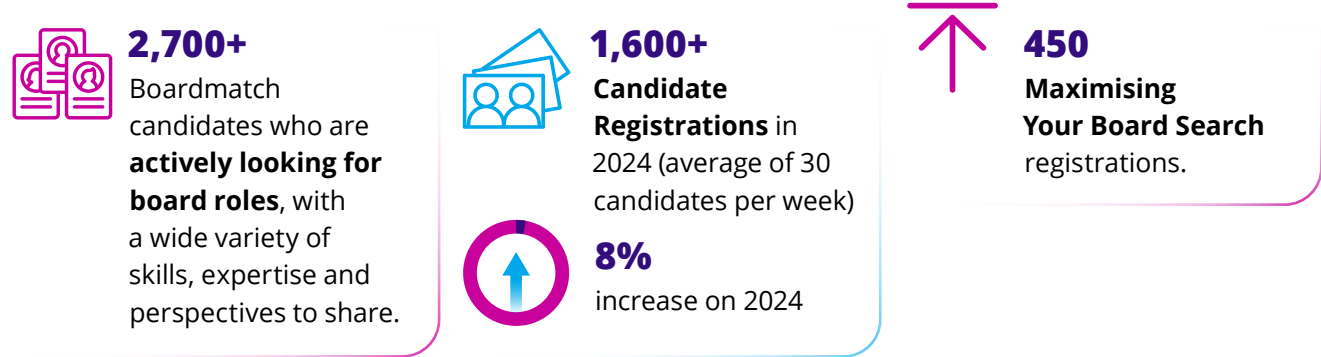
Maximising Your Board Search

To help support candidates on our free matching platform, we crafted Maximising Your Board Search – a free webinar which gives individuals the opportunity to boost their candidacy for board positions that they’re truly passionate about. This practical session is regularly run throughout the year, where we cover how to create an effective Boardmatch profile, finding the perfect board position, and how to increase success rates when applying for roles.

2024 was our second year to run these webinars, and with 450 individuals signing up for the sessions, it’s clear that the genuine interest in board volunteering continues to grow. We look forward to supporting more potential board members with this series again in 2025.

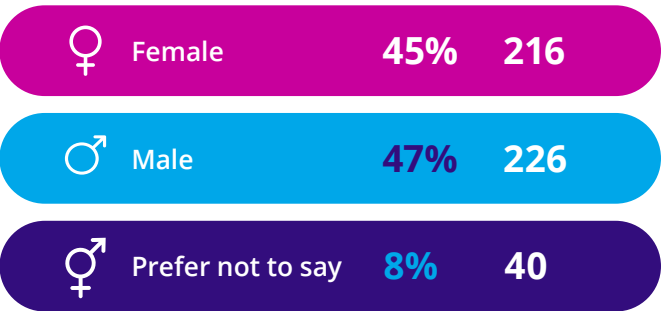
Maximising Your Board Search

Delivered by Keeva O'Reilly,
Website & Member Support Officer

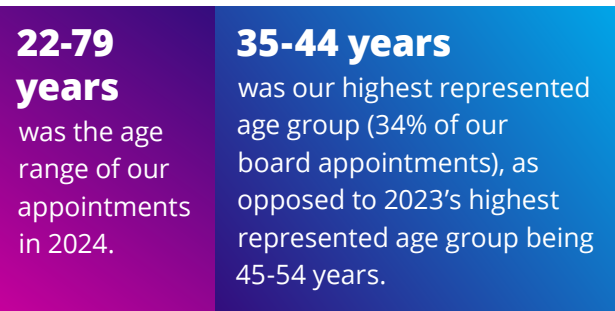


482 Board Appointments 2024

Appointee Gender Breakdown 2024



Appointee Age Breakdown 2024



Hear from our Candidates:



Vanessa McGrath,
joined the board of SECAD

"I am delighted helping with my time to the board of SECAD. The learning and experience of the Board and the opportunities they are giving me to contribute are second to none. I am using my skills acquired in the training and my MBA and corporate strategic experience on every meeting. The most relevant outcome is the pride of belonging to an organisation that delivers social impact to Irish communities, and as an expat this is extremely relevant for my own integration."



Brian O'Sullivan,
joined the board of
Friends of St Luke's as Chair

"I would recommend serving on a charity Board once you can give it the time and energy required as from my experience, I get far more out of it than I give. While it is a voluntary position, the responsibilities are the same as a paid Board role so my advice would be to give it careful thought before committing. Boardmatch provides not just the vital link to vacancies but also a very cost-effective and high quality training support. I would recommend the Chair training course which I completed last year to existing Chairs looking to develop their skills, or prospective Chairs wanting to have a greater understanding of what the role entails."



Aurelia Deflandre,
joined the board of Aspire

"In 2024, I joined the board of Aspire — The Asperger Syndrome Association of Ireland — to support their vital work through fundraising and corporate partnerships. My motivation was clear: to use my skills in strategic thinking, networking, and business development to help increase the charity's reach and impact. I found this incredible opportunity through Boardmatch, which played a key role in connecting me with a cause that aligns with my values. The platform not only helped me discover the vacancy but continues to support my growth as a board member through its training programs. For anyone considering joining a charity board, my advice is to focus on organizations whose missions genuinely resonate with you. It's a chance to contribute your expertise, connect with like-minded individuals, and strengthen leadership skills — all while making a meaningful difference."



Tadgh Quill-Manley,
joined the board of
Cork City Music College

"Joining a board through Boardmatch has been a truly rewarding experience. The platform made it easy for me to connect with an organisation whose values align with my own. I was able to find a role where my skills and passions could make a real impact, while also learning from others with varying experiences. Boardmatch's easy-to-use format gave me the confidence that it was possible to join a board with a clear purpose and a strong commitment to positive change. It's been an enriching opportunity both personally and professionally."



FOCUS ON: Premium Search

Boardmatch's Premium Search service has been excelling in board recruitment since 2012, consistently delivering outstanding results for charities and not-for-profit organisations.

Between 2022 and 2024, we operated nationwide, successfully placing 250 individuals on the boards of charities and not-for-profits across all four provinces. Our expertise and extensive network have played a vital role in strengthening governance structures.

In 2024, Premium Search collaborated with 48 charities, placing 77 trustees in key leadership roles. This included 5 crossover placements with our LDP team. Among the organisations we supported were The Irish Wheelchair Association, Aware, Critical, and The Walls Project. Demand for our services grew significantly, particularly in the latter half of the year, reflecting a growing awareness of the importance of structured board recruitment and good governance. Just under 50% of the charities that accessed the Premium service were small to medium sized charities.

A key trend observed was the increasing focus on succession planning, skills audits, and diversity and inclusion within charity boards. Additionally, specific expertise remained in high demand, with continued interest in recruiting Chairs and Treasurers, alongside a rising need for Company Secretaries.

As the sector continues to evolve, Boardmatch remains committed to supporting charities in building strong, effective boards that drive meaningful change.

The Premium Search service is a fully managed, bespoke and independent board recruitment service for charities and not for profits – we take on the heavy lifting so that boards can focus on their other governance responsibilities.



77 appointments
across
48 charities

Hear from our Premium Search clients:

Sam Toland, *Company Secretary, Irish Wheelchair Association*

"Boardmatch Premium Search was instrumental in helping us find highly qualified candidates to strengthen key skills on our board. The process was efficient and flexible, with the team adapting to our timeline and meeting schedule. Their ability to identify talented individuals who hadn't yet considered a board position opened up a pool of candidates we wouldn't have reached otherwise. We highly recommend their service to any organisation looking to enhance their board with the right skills and perspectives."



Marian Barnard, *CEO, Anew*

"The experience with Premium Search was very efficient and smooth; we had been looking for a Finance Director for a long time and it was great to be able to contract it out when it became necessary - it definitely took the pressure off me!"



Premium Search Case Study

In 2024, North Inner City Dublin Drug and Alcohol Task Force (NIC Dublin DATF) engaged Boardmatch's Premium Search Service to support their board recruitment, resulting in three appointments to the board.

The North Inner City Dublin Drug and Alcohol Task Force (NIC Dublin DATF) aims to explore and develop evidence-based responses with community collaboration to decrease the harms of substance misuse and help develop a safe, healthy and vibrant community. Their vision is a safe, inclusive, supportive, vibrant community for all ages, that encourages people to have fulfilling lives and minimises trauma and the harms caused by drug and alcohol use.



Thora Mackey,
Premium Search Manager,
Boardmatch

"Boardmatch offers support to charity and not-for-profit boards to guide them through an independent and transparent board recruitment process, leading ultimately to matching the right candidate to the role. We were approached by the North Inner City Drug and Alcohol Task Force to support them with the recruitment of three new trustees to this newly formed task force. The organisation had identified the skills and expertise required on the board. It was a pleasure to work with them and we were delighted to have a successful outcome to the process with the appointments of Mary Somers, Jim Jackson and Michael O'Mahony to the board."

"We were delighted to have been able to appoint three trustees with exceptional experience and insights to the board of the North Inner City Drug and Alcohol Task Force."



Richard Guiney,
NIC Dublin DATF Director

"Having the knowledge of being an integral part of Company Boards and also the difficulty in recruiting members with particular expertise, it was an absolute pleasure to work with Boardmatch's Premium team throughout the process of the formation of our new Board members for our CLG. They were extremely approachable, competent and delivered in a timely and efficient manner. I would have absolutely no hesitation in recommending the services of Boardmatch to support in the recruitment of future Board members."

Brian O'Reilly,
NIC Dublin DATF Coordinator

"We approached Boardmatch for support when we were going through the formation of a Board for NIC Dublin Drug and Alcohol Task Force. We received the highest standard of support and advice and a member of the team was always available and on hand at all times to update us on progression of the recruitment process. We have recruited three new Board members for our CLG and their experience in their respective professional fields have been an excellent resource to us. I would not hesitate on any grounds to recommend Boardmatch to anyone who was in the position of requiring support in the recruitment of new Board members."



Mary Somers,
NIC Dublin DATF Trustee

"I had been thinking for some time that I'd like to get involved in the voluntary sector to use my professional skills in a different way. A colleague recommended Boardmatch and looking at the site helped crystallise my thinking into action. I found the platform easy to navigate and the team to be helpful. The platform helped me to understand the breadth of board roles available, and the variety of Irish not-for-profit organisations that are seeking help. I joined the board of the North Inner City Drug and Alcohol taskforce whose vision is to create a safe, inclusive, supportive, vibrant community for all ages, that encourages people to have fulfilling lives and minimizes trauma and the harms caused by drug and alcohol use. The training available from Boardmatch also means that I have a good understanding of the requirements and feel confident in my role. Without Boardmatch, I would have found it much harder to find a board role so I'd encourage anyone thinking about taking that first step to visit boardmatch.ie and explore all the resources and options available to them."

FOCUS ON: Leadership Development Programme

The Boardmatch Leadership Development Programme (LDP) allows companies an opportunity to offer their employees a unique development experience and support the charity sector at the same time.

With full governance training provided to participants, this placement programme finds suitable not-for-profit Board roles for employees.

We are grateful to the companies, participants and not-for-profit organisations who have been part of the 2024 programme, when we have achieved the highest number of placements to date.

2024 Participating Companies

Deloitte.



Meta



Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosystem



Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta
National Treasury Management Agency



Mauricio Odovaine,
Meta, joined the
Board of Teen-Turn

"I'm passionate about collaborating and working with non-profits, but didn't know where to start the process to join a board. The LDP team at Boardmatch helped me with training, valuable advice, and finding the best fit for me to contribute and learn from the great experience of participating in making society better."



Aisling Blake,
Meta, Director,
Middle East, Africa & Turkey

"Meta partnered with Boardmatch over 3 years to place our people on the Boards of more than 30 Irish charities and not-for-profits. Boardmatch worked closely with each person, through the Leadership Development Programme, to understand their unique skills and uncover their passions. They then matched these to the organisations and causes most suitable. It was a very well-run and tailored programme, enabling our people to give back in a meaningful way."



Hear from our LDP Participants:



Marian Dowling,
Central Bank Ireland,
joined the Board of Shine

"I am immensely grateful to Boardmatch for their invaluable services and support. As someone who was searching for a meaningful way to contribute to the community, the LDP programme connected me with SHINE, where I am now proudly serving as a board member. The process was seamless, and the guidance and training I received was exceptional.

My journey with SHINE has been incredibly fulfilling, and I have seen the positive impact we make to support individuals with lived experience of mental health challenges as well as their families and supporters. Boardmatch's dedication to fostering strong board leadership and governance is truly commendable. I wholeheartedly recommend their services to anyone looking to make a difference and join a board that matches their passion and skills.

I am grateful to CBI for supporting the LDP programme and providing this invaluable opportunity, and thanks to Boardmatch, for helping me find my place at SHINE and for your continued commitment to strengthening the non-profit sector"



Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosystem



Shine | H | HEADLINE
Supporting people affected by mental ill health



Joe Houghton,
Chair of the Board, SHINE

"SHINE has recently gone through a Board renewal with a new Chair taking over, and having decided that we needed some new members and perspectives, we turned to Boardmatch. In a matter of weeks, we had several excellent candidates proposed from the Leadership Development Programme and two of them have since joined our Board, adding immediate value and expertise. We are currently using the Boardmatch service again to add another member and have found the whole process very simple and effective. Any organisation looking for new Trustees should have no hesitation in signing up - Boardmatch just make it easy."



Shine | H | HEADLINE
Supporting people affected by mental ill health

Leadership Development Programme

Case Study

The Central Bank of Ireland (CBI) in 2024 partnered with Boardmatch through its Leadership Development Programme (LDP). LDP offers organisations such as ours an opportunity to provide a unique learning and development experience for employees whilst also giving back to the charity sector. From a CBI perspective, this has been a tremendously successful partnership.



Banc Ceannais na hÉireann
Central Bank of Ireland

Eurosystem



Dr Allan Kearns,
Head of Operational
Resilience, Central Bank
of Ireland

What has the programme achieved?

Through this partnership with Boardmatch, CBI successfully matched 12 of its leadership team to the boards of a diverse range of charitable organisations. This included upskilling in charity governance.

What is the motivation to get involved in the Leadership Development Programme?

The CBI through its staff-led Charity Committee supports over 60 charitable causes annually. Our Charity Committee wanted to do more. We want to leave a more lasting legacy for charities on top of point in time donations and volunteering. Enabling a colleague to join a board can provide years of support to that charitable cause.

In addition, our organisation prides itself on growing the capabilities of its staff. Developing our leaders is a key aim and there is no substitute for learning on the job! The experience gained from being on a Board is recognised as really invaluable in the daily work we do.

Finally, our colleagues that are matched to charitable boards have a personal aspiration to give back. They have in many cases stories of themselves or those they care about being helped by a charity. They have key skills relevant at Board level. It's difficult though to know how to take the first steps on your own.

Why choose to partner with Boardmatch and its Leadership Development Programme?

Once we decided that our charitable programme would include sponsoring colleagues to join not-for-profit organisations, this programme is an obvious choice for 3 reasons:

- First, the programme includes the necessary ingredients. There is the provision of a dedicated programme manager, training in charity governance, and access to a deep repository of knowledge about a vast array of charities. The means that colleagues are set up for success and are given plenty of options to consider.
- Second, the personal involvement of the LDP Programme Manager is key to supporting our colleagues' personal journey. We recognise that the decision to join a Board can be daunting for a first-time trustee: from worrying about a charity's financial position, the cultural fit with the other Board and Executive members, through to practical questions of time commitments. While ultimately each colleague has to make the final choice as to their match, they always have a sounding board.
- Finally, our experience is that it's a professionally run programme. The Programme Manager is a dedicated contact, providing regular updates on the status of the search process so we have that assurance that the programme is on track, as well as being a great experience for our colleagues as they seek their right match.

What does an organisation need to do to make a success of the Leadership Development Programme?

Our key learnings to make this a successful partnership are:

- First, before accepting colleagues to sponsor through this programme, organise a short event where Boardmatch and colleagues with charity board experience can speak candidly about the rewards and challenges of joining a charity board. It's normal that some prospective candidates for the programme will decide they are not ready yet.
- Second, manage expectations of colleagues in terms of the required time commitment and patience in finding a suitable match. Boardmatch isn't making the final choice. Every participant needs to make time to follow up options, engage with charities, and be prepared for the search and matching process to take time!
- Finally, remember you can lean on the Boardmatch team. They have a wealth of experience in running this programme very successfully!

Will we consider partnering with Boardmatch and its Leadership Development Programme again?

Yes, CBI is partnering again in 2025.

The CBI is sponsoring 13 colleagues this year.

FOCUS ON: Charity Trustee Speed-Dating

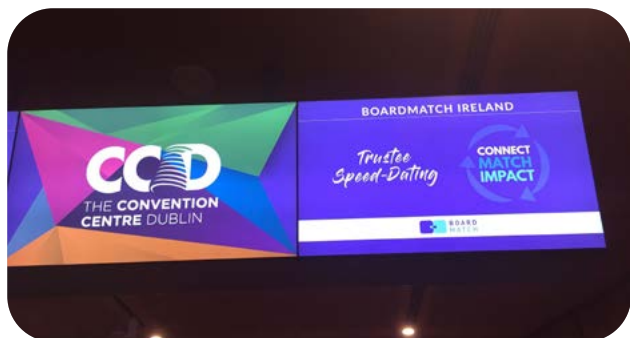
Charity Trustee Speed-Dating is a unique event in Ireland. Boardmatch believes in reducing the barriers to board volunteering and our Charity Trustee Speed-Dating event has been the perfect opportunity to do just that.

Charity Trustee Speed-Dating was first launched in 2018 as a visionary event to support Irish charities and not-for-profits in their board recruitment by connecting them face to face with eager candidates who are keen to share their time and skills by serving on the board of a charity they are passionate about.

Since its inception, the annual event has grown from strength to strength and to date has facilitated 150 matches for 100 charities and not-for-profits across Ireland. Due to the COVID-19 pandemic, the event was not held in 2020 and 2021. The event returned in 2022 and has grown from strength to strength. In 2024, the event expanded outside of Dublin for the first time, taking place in Cork.

In 2024, Charity Trustee Speed-Dating marked its 5th annual Dublin event, the sixth event overall. Boardmatch were delighted to announce this was our most well attended and successful event yet with 45 matches recorded to date (and more to be expected in the next few months).

Charity Trustee Speed-Dating has become synonymous with Boardmatch and has become a key fixture of the community and voluntary sector events calendar over the last number of years.



Trustee Speed-Dating 2018 (Dublin Convention Centre)



Trustee Speed-Dating 2023 (CHQ Dublin)



Trustee Speed-Dating 2019 (Dublin Convention Centre)



Trustee Speed-Dating 2024 (Cork – Clayton Hotel)



Trustee Speed-Dating 2022 (Croke Park)



Trustee Speed-Dating 2024 (CHQ Dublin)

Cork Charity Trustee Speed-Dating

The first regional Charity Trustee Speed-Dating event was held in the Clayton Hotel in Cork City on 23rd May 2024.

This was the first time the event was held outside of Dublin serving Cork and the wider Munster region. 25 charities and not-for-profits attended the event, with 15 successful matches recorded, making the first regional event a great success.

The event was attended by the Lord Mayor of Cork Cllr. Kieran McCarthy who delivered the opening remarks and offered his support for the charity and not-for-profit sector in the Cork region.



Lord Mayor of Cork (2023-2024)
Cllr. Kieran McCarthy delivering the opening remarks at the first Cork Charity Trustee Speed-Dating event.

Testimonials

Laurie Uprichard,
Executive Artistic Director,
Dance Cork Firkin Crane

Dance Cork Firkin Crane's Board Chair, Yvonne Coughlan, and I spent an enjoyable and productive evening at the Boardmatch Trustee Speed-Dating event last spring. We were very fortunate to meet Evelyne Legeux, who joined our Board in October and is proving to be both wonderfully enthusiastic and diligent. A lifelong dancer "on the side", her financial skills, on top of her love for the art form, make her a perfect match for DCFC.



Charity



Orla Ryan,
Trustee, Carbery Housing
and St. Anne's Day Nursery

I attended Boardmatch's Charity Speed Dating event in Cork, where I met with representatives from Carbery Housing Association and St. Anne's Day Nursery. The event gave me the opportunity to discuss my experience in-person, which led to my appointment to these two boards. I'm pleased to be contributing to the boards' respective missions in sustainable housing and community childcare, all while working remotely.



Candidate



Evelyne Legeux,
Trustee, Dance Cork Firkin Crane

Supporting a charity by serving on a board is a fantastic way to combine the professional expertise one can bring to the table with a life-long personal passion. Being a dancer myself, the connection I had with the Executive Artistic Director and the Chair of Dance Cork Firkin Crane indeed felt naturally strong from our very first encounter at the event. I am thrilled to say that I subsequently received an invitation to join DCFC's Board. I'm most grateful to Boardmatch for hosting such dedicated Speed-Dating events on a regular basis! Clearly, without Boardmatch, I would not have known that DCFC were actually looking for new Board members. Not only this, but Boardmatch also offered me the opportunity to attend a free Trustee Training session that I found very informative & beneficial. Thank you Boardmatch Ireland for providing such valuable services & support to both Trustees and Charities!



Candidate



Jose Ospina,
Chair, Carbery Housing

Carberry Housing attended a Boardmatch event in 2024 and as a result identified two Board members, whose contribution since then has been useful and very relevant in the areas of social media, marketing and financial development. We are grateful to Boardmatch for their timely and well organised event, and the subsequent support they have provided.



Charity



Dublin Charity Trustee Speed-Dating

Boardmatch hosted the 5th annual Charity Trustee Speed-Dating event in Dublin on 16th October 2024 for the second year running in CHQ Dublin. 59 unique charities and not-for-profits were in attendance on the evening and had the opportunity to meet with 150 enthusiastic and passionate candidates in search of their perfect board role!

The event kicked off with a welcome from Boardmatch CEO Eva Gurn. There was an incredible atmosphere on the evening with charities eager to share their mission and values with a variety of excellent candidates who were ready and willing to generously contribute to society by joining a charity board. At the time of writing we are delighted to say that 45 board matches were made through the event, with many more hopefully being confirmed in the coming months. One of the key benefits for candidates who find a board role through the event is the opportunity to attend Boardmatch's renowned Trustee Training for free. This is a key element that supports our strategic objective to provide "Board ready" trustees. We would like to thank our Lead Event Partners Davy and BHP; Associate Event Partners BoardX; our charity supporter We Act; as well as our long-term supporters, Arthur Cox and the Department of Rural and Community Development.

In preparation for the 5th anniversary event, the Boardmatch team pulled out all the stops in preparation and promotion of the event including hosting a number of online and in-person informational events to promote Charity Trustee Speed-Dating and the benefits of board volunteering in general including to Arthur Cox, Black Professionals Ireland and Institute of Directors.

Thank you to Jean Maxwell and Sarah McCague (Arthur Cox), Joe Giltanane (Trustee of the Snug Counselling Centre), Claudette Whyte (Black Professionals Ireland), Melissa Ndakengerwa (Trustee of Aware) and Anna Hannigan (Institute of Directors) for participating in the webinars.



Arthur Cox information Session



Testimonials:



Roger Warburton,
Board Member, Fairtrade Ireland

The Boardmatch Trustee Speed-Dating event was a lot better than the name sounded – but that’s probably because our date was successful! I was very pleased with the interest we received from about 6 potential candidates which allowed us to hone in the particular set of Trustee skills we were looking for in the candidate we chose. It is certainly something we would look at again.



Charity



Aoife Black,
Trustee, Codema

I found the Boardmatch “Speed-Dating” event excellent. It was extremely well organised with lots of pre-event support, a great set-up on the day and a good variety of organisations represented. Following the event, I joined the Board of Codema - Dublin’s Energy Agency - and I’m looking forward to attending Boardmatch’s Trustee Training for new Board members.



Candidate



Alan Moynihan,
Trustee, Fairtrade Ireland

I attended Boardmatch’s Annual Charity Trustee Speed-Dating event in October and was inspired to meet so many great people and organisations. From the information I received before the event, great conversations on the night, and follow-on emails to help me make a match, I found the whole process very easy to follow. I was delighted to find a match with Fairtrade Ireland and because I’ve since joined the board, I have also been able to avail of Boardmatch’s Trustee Training which has allowed me to quickly settle into my new role. I would strongly recommend the Speed-Dating event to anyone who is keen to explore becoming a board trustee.



Candidate



Kim Mackenzie-Doyle,
CEO, The BIG Idea

We were truly blown away by the overwhelming turnout at Boardmatch’s event, where the calibre and enthusiasm of potential board members surpassed our expectations. At many points during the evening we even had a queue. The decision-making process was incredibly challenging as each candidate brought something unique and valuable to the table. We were thrilled to welcome three exceptional new board members who are already active in bringing fresh perspectives and drive to move our mission forward. Five other candidates joined a volunteer committee to support our work and it has been incredible to avail of a diverse knowledge bank and retain and grow relationships as board positions open in the future. We look forward to attending more amazing Boardmatch events in the future as they have been so effective for our organisation.



Charity



SECTION 3: Pillar 2 – Provide and Encourage Individuals to Undertake Learning to be Informed and Prepared to be the Best Trustee

Boardmatch believes that all individuals should undertake governance training prior to and while serving on a charity or not-for-profit board. Becoming a trustee comes with a lot of responsibility, and Boardmatch provides training to ensure individuals are as prepared as possible in order to maintain a high standard of governance across the charity and not-for-profit the sector.

Open Training

Becoming a charity trustee brings a lot of opportunities as well as responsibilities. Boardmatch encourages all new and recently appointed trustees to undertake governance training either before or shortly after beginning in their new role in order to familiarise themselves with their legal and compliance duties and prepare them to serve to the best of their abilities. We also advocate for established trustees to regularly brush up on their governance knowledge through additional training.

Boardmatch currently offer 6 open training courses:

- Trustee Training: **Understanding Governance and the Board's Role**
- Financial Governance: **A Gentle Course for the Non-Financial Charity Trustee**
- Chair Training: **The Art of Being an Effective Chair and Chairing Well**
- CEO & Chair Training: **The Chair and Chief Executive's Roles in Building High-Performance Boards**
- Board Culture: **The Board's Role in Setting and Monitoring Culture**
- Cyber Risk **Management for Charity Boards** (in partnership with CyberSkills)

Due to low demand, in 2024 we decided to discontinue our Governance Refresher short course. We found that there was a greater demand for our full-length Trustee Training course, so we decided to focus our resources on increasing the frequency of that training.

In February 2024, Boardmatch welcomed Pauline Gannon as a trainer delivering our open and in-house courses. Pauline has fifteen years' business and leadership experience with ambitions to put positive social impact at the centre of all business models, regardless of business structure. She has founded a number of start-ups, held senior roles in various business settings and currently holds multiple board directorships.

Boardmatch Trainers



**Gráinne
Madden**



**Clodagh
O'Reilly**



**Pauline
Gannon**

In-House Board Training

While it is important to invest in the Board with the same efforts and energies as you would invest in paid staff, board training is also recommended by the Charities Regulator's Code of Governance, Principal 5. In order to meet the diverse needs of charities and not-for-profits, Boardmatch is proud to offer bespoke in-house trainings to boards delivered by our expert trainers.

Boardmatch facilitates both full-day and half-day sessions, offering a comprehensive overview of the roles and responsibilities of charity trustees, in addition to other specialised topics as requested by organisations. Training is delivered in-person or via Zoom. Our in-house trainings are suitable as an introduction to governance for new charity trustees, or as a refresher course for experienced board/committee members.

Hear from our training attendees:

"It was a great course and I would recommend it. I feel clearer now about how things work and what I should expect from myself in the trustee role."

2024 Trustee Training Attendee

"The training provided me with some robust strategies that I plan to implement straight away."

2024 Chair Training Attendee

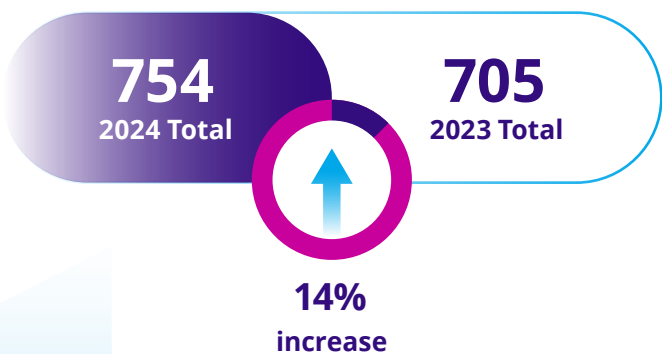
"I loved this training session. Our facilitator spoke in clear everyday language and was very familiar with her subject. I strongly recommend these sessions to anyone serving on a board or working with an organisation."

2024 Board Culture Attendee

"Very informative, useful and really well presented."

2024 Financial Governance Attendee

Attendees Across In-House and Open Training



250+ attendees were provided in-house board trainings, both in-person and online by Boardmatch

16 organisations received these trainings in 2024

Training Collaboration – Boardmatch & Safe to Create Case Study

Each year Boardmatch looks to expand its training offering, seeking new audiences to engage with our training and develop good governance practices within the charity and not-for-profit sector. In 2024, Safe to Create approached Boardmatch to collaborate on a new governance training offering for the arts sector, to enhance the governance capacity of boards and board members. This partnership provided us the opportunity to reach new audiences within the arts sector on a greater scale, upskilling arts workers, freelance artists, managers, Chairs, and board members within arts organisations.

As part of this training partnership, we delivered 4 trainings on behalf of Safe to Create, all facilitated by Gráinne Madden.

- **Board Culture – Responsibility of Trustees for Setting & Monitoring Culture**
- **Artists & Freelance Arts Workers Board Training**
- **Governance Training for Managers**
- **The Art of Being an Effective Chair and Chairing Well**



Hear more from our training partner



Gráinne Pollak,
Safe to Create
Project Manager

Safe to Create is a Dignity at Work programme, aimed at transforming the culture and practices of the arts and creative sectors in Ireland in order to provide safer working conditions for all workers, through training, information, voluntary compliance and certification, and providing key support for victims/survivors in the areas of reporting, counselling, and legal advice.

The Safe to Create programme of work is grounded in robust research. In 2024, the programme's Influencing Change report on barriers to good governance identified both concerning gaps in governance knowledge and a strong appetite across leadership in arts organisations to increase knowledge of best practice and engage in additional training.

To address these findings, we approached Boardmatch, renowned for their expertise in strengthening board structures and leadership development, and since May 2024, we have partnered with Boardmatch to roll out a suite of tailored workshops for the arts sector. Delivered by Gráinne Madden, these sessions focus on enhancing governance knowledge for existing and prospective trustees, senior managers and leaders, with the aim of upskilling and empowering them to lead the charge on cultural change from the top down. This approach aligns directly with progressing our commitment to fostering safe, respectful work environments through strong leadership and good governance practices.

By providing access to Boardmatch's expertise, we have begun to equip trustees and leaders with invaluable tools to meet best practice standards and empower arts organisations to lead by example and build cultures of dignity and respect. The training has been warmly received by boards and management across the sector, with many expressing a renewed commitment to governance excellence as a foundation for organisational success.

Hear more from our trainer



Gráinne Madden

I thoroughly enjoyed engaging with the Safe to Create programme and facilitating training through Boardmatch for attendees from the Arts sector. I was struck by the huge variety of organisations in terms of specialisation. We had representatives from the worlds of drama, music, film, painting, photography, arts education, organisations providing spaces for the arts to thrive, mental health supports for those working in the Arts and more. Alongside that variety came a wide range of challenges and experiences and a generosity of spirit in sharing, listening and supporting. Ireland is strongly associated with culture and the arts internationally.

To maintain that cultural heritage and strong association, it is vital to support good governance and wellbeing in the Arts Sector. People need training to understand the importance of good governance and to understand the part they can play in ensuring good governance in their organisations. The training offered a safe space for people to gain knowledge and understanding of best practice, regardless of their experience or lack of, in senior management roles or serving on boards.

Positive participant feedback to date includes:

"Gráinne was extremely informative, knowledgeable and created a safe space for thoughtful and considered conversation."



"Gráinne the facilitator was engaging, conversational but concise when needed and kept things moving. Her passion for the sector was very evident. The case study was beneficial in thinking about practical application of the theories."



"Bright, clear, and engaging—demystified complex language. Highly recommend for anyone on a board or working with an organisations."

SECTION 4: Pillar 3 – Support Board and Committee Members

Board Effectiveness Reviews & Board Skills Audits

As per the Charities Regulator’s Governance Code, charities are expected to undertake a board review every year. Annual reviews can be conducted internally, and it is recommended that a board undertakes an external review every two to three years.

Boards benefit from independent board effectiveness reviews to get an objective assessment of their performance and tailored recommendations for enhancing operations in order to drive the organisation’s success. Boardmatch’s Board Effectiveness Review is conducted by survey and provides an opportunity for board members to share their views and opinions anonymously and confidentially. The results are then collated and analysed and a detailed report and presentation is prepared for the board where we provide tailored recommendations for enhancing and streamlining the board’s operations as well as benchmarking the results to other comparable organisations.

Our Board Skills Audit service, delivered either as a standalone service or as part of a Board Effectiveness Review, is an excellent means of supporting the critical work of a board’s succession planning. Boardmatch conduct a survey to review the existing skillset of the board, identifying what skills are currently represented and where gaps might be. Based on the results of the survey, we create a Skills Matrix and detailed report that the board can utilise for the purpose of future succession planning. In 2024 we saw a high surge in interest of our Board Effectiveness Reviews and Skills Audits, with many charities and not-for-profits beginning to embed board evaluation into their governance journeys.


In 2024, we doubled our number of board effectiveness reviews from 2023, with many charities enquiring in late 2024, in preparation for 2025. It is encouraging to see organisations embrace board evaluation constructively, seeking ways to improve their processes, decision-making, and board composition.

Service highlights



91%

of charities who undertook a board review with us said that they were **very confident that Boardmatch has made practical recommendations** to help the board make improvements.



Charities described the service as **“useful”, “high quality”, “accurate”, and “beneficial”**.



14

Board Effectiveness Reviews



19

Board Skills Audits

Sharon Morrow,
Charity Trustee, Tearfund Ireland

“An excellent service and well worth the exercise - objectively provided us with the information we needed as Directors to focus on the areas to be prioritised and addressed.”



Brian Kehoe,
CEO, Wexford Local Development

“We were very pleased with the in-depth and professional nature of the work that Boardmatch conducted for us. We now have clear practical steps to follow to improve the effectiveness of our Board and organisation.”



Better Board Recruitment Webinar Series

Through the support of Pobal, with funds from the Scheme to Support National Organisations, Boardmatch continued our Better Board Recruitment webinar series in 2024.

This 3-part series is a comprehensive and practical guide, crafted to assist charities and not-for-profits in optimising their board recruitment process. Each part of the series addresses key aspects of board recruitment, providing practical insights and actionable strategies to enhance governance practices within the sector.

With a record number of registrations, we had 280 individuals from 250 organisations sign up for the program throughout the year. We look forward to running this series again in 2025.

- The themes of these 3 practical sessions includes:
 - » **Succession Planning** – How to develop and implement your board succession plan and process.
 - » **Reviewing the Skills on Your Board** – How to complete a board skills audit and integrate it into your recruitment process.

- » **Finding Volunteer Board Members** – How to use the Boardmatch website to find Board Members.



Charities described the service as “very useful”, “great advice”, “super informative”, “clear and concise”.



280 individuals

from

250 organisations

registered for our **Better Board Recruitment Webinar Series**



47%

increase on 2023



87%

increase on 2022

Hear from webinar attendees:



“This has been very useful indeed - even though we have a succession plan and a nominations committee, it's really good to review our processes and this information sets it all out very clearly.”

“Thanks so much, very informative and clearly laid out process.”

“I just wanted to take this opportunity to thank you for a great webinar. You demonstrated excellent presentation skills, knowledge and useful tips that will be really useful to us.”

“The webinar was very informative and a great way to be updated with current good practice. Much appreciated.”

Future Board Leaders Programme



Following the success of our Future Board Leaders Pilot Programme in 2023 in collaboration with The Leadership Academy (part of The Wheel), we were delighted to be able to continue this programme in 2024. It was encouraging to see a growth in interest from both candidates and charities in our second year, highlighting the need for an initiative such as this one.



The goal of the Future Board Leaders Programme is to encourage diverse candidates who have traditionally been underrepresented on Irish charity boards to put themselves forward for board opportunities, whilst also introducing charities to candidates they may not have previously considered based on their age, backgrounds and/or experience level.

A core part of the programme is not only the goal of matching our candidates to charity boards but equipping them with the necessary knowledge and confidence to contribute to a charity board. All candidates were supported through the programme, by attending preparation sessions and completing Boardmatch’s accredited Trustee Training.

Our programme candidates represented a wide range of skills, lived experiences and backgrounds. We delivered two in-person training days which were structured to prepare participants for serving on a charity board and increase their confidence in engaging as a trustee. It was also an opportunity for them to build networks and foster personal and professional connections with other programme participants.

We would like to thank our colleagues in The Wheel for their support and to our trainer Grainne Madden who delivered the governance training for our programme participants. Thank you to Trinity Executive Education, run through the Trinity Business School, for hosting our two training days.

Programme Stats – 2023-2024

2023 Programme Participants

3	16	3
Found own match after FBL	Matched through FBL	No match through FBL

2024 Programme Participants

0	18	5
Found own match after FBL	Matched through FBL	No match through FBL

Hear from some of the charities and candidates who participated in Future Board Leaders 2024:



Melissa Agnew,
joined the Board of
Dignity4Patients

"In moving from a different country, I knew I wanted to continue volunteering but I questioned how and where my strengths would fit. Then I learned about Future Board Leaders, and it clicked. Any doubts I had about not 'fitting in' were quickly dispelled, there truly is a place for everyone at the table. The information I learned during the Saturday classes about the responsibilities and impact of boards gave me a valuable skill set that not only helped me become a director on a board but also advance my career in the charity sector. The support I received from FBL was second to none and has been one of the greatest experiences of my career."



Candidate 



Ruma Sarkar,
joined the Board of ShoutOut

"The Future Board Leaders Programme has been a valuable experience, providing true insight into effective board leadership. The modules were delivered to a high standard, with expert presenters, engaging materials and several board simulation exercises. It also gave me the opportunity to learn from my peers, expand my network and deepen my understanding of the Irish non-profit sector. Serving on ShoutOut's board for almost a year has been incredibly rewarding, allowing me to contribute to their mission while gaining hands-on experience in nonprofit governance and enhancing my leadership skills. This programme has given me the confidence and knowledge to contribute meaningfully to the nonprofit sector."



Candidate 



Elsa Roddy,
joined the Board of Voluntary
Services International (VSI)

"I joined the Boardmatch Future Board Leaders Programme in 2024 and it was a fantastic experience. I met incredible people and learned about the roles and responsibilities of being a board member. Through Boardmatch, I've expanded my network and gained some new friends for life. In July 2024, I was privileged to join the board of Voluntary Service International (VSI), a fantastic organisation that promotes volunteering for peace, social justice, and sustainable development. Sitting on the board has expanded my skill set considerably and I've gained a wealth of experience. I am incredibly grateful for the opportunity. If you're unsure about joining, I highly encourage you to take the leap!"



Candidate 

Denise Roche,
Trustee, Early Onset Parkinsons Disease (EOPD)

"Early Onset Parkinsons Disease (EOPD) took part in Future Board Leaders 2024 to recruit directors with skills and expertise in governance and fundraising. We believed that Future Board Leaders would help us to match with skilled and knowledgeable people who had the values that would align with our charity's purpose – and this belief in Boardmatch was true. As part of the programme, Boardmatch matched us with Michelle, and she has become a very valuable member of the team by sharing her expertise in strategy and process. With Michelle's skills and knowledge, we feel that the skills gaps on the Board have been filled and that our Board is working more efficiently, and Michelle's contributions will have a very positive impact for the progression of our charity."



EOPD.ie
Early Onset Parkinson's Disease Ireland

Charity 

SECTION 5: Pillar 4 – Be a Strong Voice in the Sector for Best Practice in Board Recruitment and Training

Charity Trustees' Week 2024



Charity Trustees' Week is an annual event that celebrates the invaluable work of Ireland's 76,000+ charity trustees. It is organised by the Charities Regulator in partnership with Boardmatch, Carmichael, Charities Institute Ireland, Dóchas, Pobal, The Wheel, and Volunteer Ireland. The event took place from 11-15 November 2024. It was great to see so many organisations getting involved by sharing thank yous to their trustees on social media and attending and engaging with all the various webinars and events that took place. Boardmatch hosted four webinars throughout the week.

Boardmatch CTW Webinars

Boardmatch CEO Eva Gurn (left) was joined by trustee of Carmichael Clare Power (middle) and Chair of Friends of St. Luke's Brian O'Sullivan (right) for a wonderful conversation on How to Join a Charity Board.



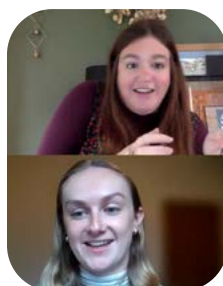
Brian O'Sullivan, joined the board of Friends of St Luke's as Chair

"If you're on the board of a commercial business and getting paid for being on the board, your responsibilities are no less in a charity. You should treat it as if you were being paid, because that ultimately is the same thing."

Clare Power, Trustee of Carmichael

"My big piece of advice is that it is okay to look at it as a give and take. You're going to give your time to an organisation that you're very passionate about, but it's also very acceptable for you to utilise the learning in it as well."

Communicating Good Governance



Boardmatch Communications & Education Manager Hannah Coleman (bottom) jointly hosted an engaging and informative session with We Act Campaigns Manager Claire McGowran (top) on Communicating Good Governance.

Balancing Board and Management Functions



Grainne Madden (MBA) provided us with lots of relevant and practical advice on the ever so common and ever so tricky topic of Balancing Board and Management Functions.

Governance for Social Impact – The Board's Perspective



Clodagh O'Reilly delivered an excellent session and offered some great advice for organisations on the topic of Governance for Social Impact - The Board's Perspective.

We Act

The We Act campaign celebrates the impact of Ireland's charities and community groups. It elevates the positive stories from the sector and acknowledges the remarkable, everyday efforts of thousands of people working in charities all across the country. Boardmatch are proud to be part of the We Act Steering Group along with The Wheel, Volunteer Ireland, Disability Federation of Ireland, and Dóchas. We Act was very active in 2024 including participating in the Dublin St. Patrick's Day Parade and hosting a storytelling session as part of Culture Night. We Act delivered a number of training sessions for organisations to support their communications strategy by using stories to communicate and advance their mission. A Marketing Masterclass webinar series was very well attended including a session on Using AI for Communications, Tiktok for Non-Profits and Media Training 101. We Act also ran a number of successful online video campaigns highlighting the positive impact of community groups and individual volunteers all across Ireland.



Collaboration and Speaking Opportunities

Throughout the year, the team at Boardmatch used our voice to spread awareness of our services, highlighting independent board recruitment, developing succession planning and diversifying Irish charity boards.

Some of our speaking opportunities and collaborations included:

- **Carmichael Good Governance Awards** (part of the judging panel)
- **The Wheel Summit** (exhibited and facilitated a parallel session in collaboration with Jane Trenaman, *Realising the true potential of board level fundraisers*)
- **Black Professionals Ireland** (facilitated a session for their members, discussing board volunteering opportunities)
- **Institute of Directors Ireland** (facilitated a session for their members, discussing board volunteering opportunities)



SECTION 6: Pillar 5 – Organisation Development

Boardmatch is overseen by the Board of Charity Trustees whose responsibility is to set the overall strategic direction of the organisation. To streamline the work of the Board and to keep the board meetings effective, Boardmatch has two specialist committees to assist with the workload – the Finance, Audit and Risk Committee (FARC) and the Governance and Nominations Committee (GNC). **In 2024, the Board met 5 times, the FARC met 5 times, and the GNC met 4 times.**

Governance & Compliance

- Registered Company Limited by Guarantee without a share capital (Company number 400151)
- Registered with the Charities Regulatory Authority (Registered Charity Number 20058968)
- Registered charity with Revenue (CHY number 16398)
- Adopted the use of Charities SORP (FRS102) in our financial statements
- Compliant with the Charities Regulator's Code of Governance.

Our Trustees



Fred Karlsson,
Chairperson



Paul Quinn



Maura McLaughlin
Company Secretary



Chris Hanlon



Michael McDonagh
(Resigned from the
Board, April 2024)



John D'Arcy



Felicity McGrath
(Resigned from the
Board, August 2024)



James Doorley
(Joined the Board,
October 2024)

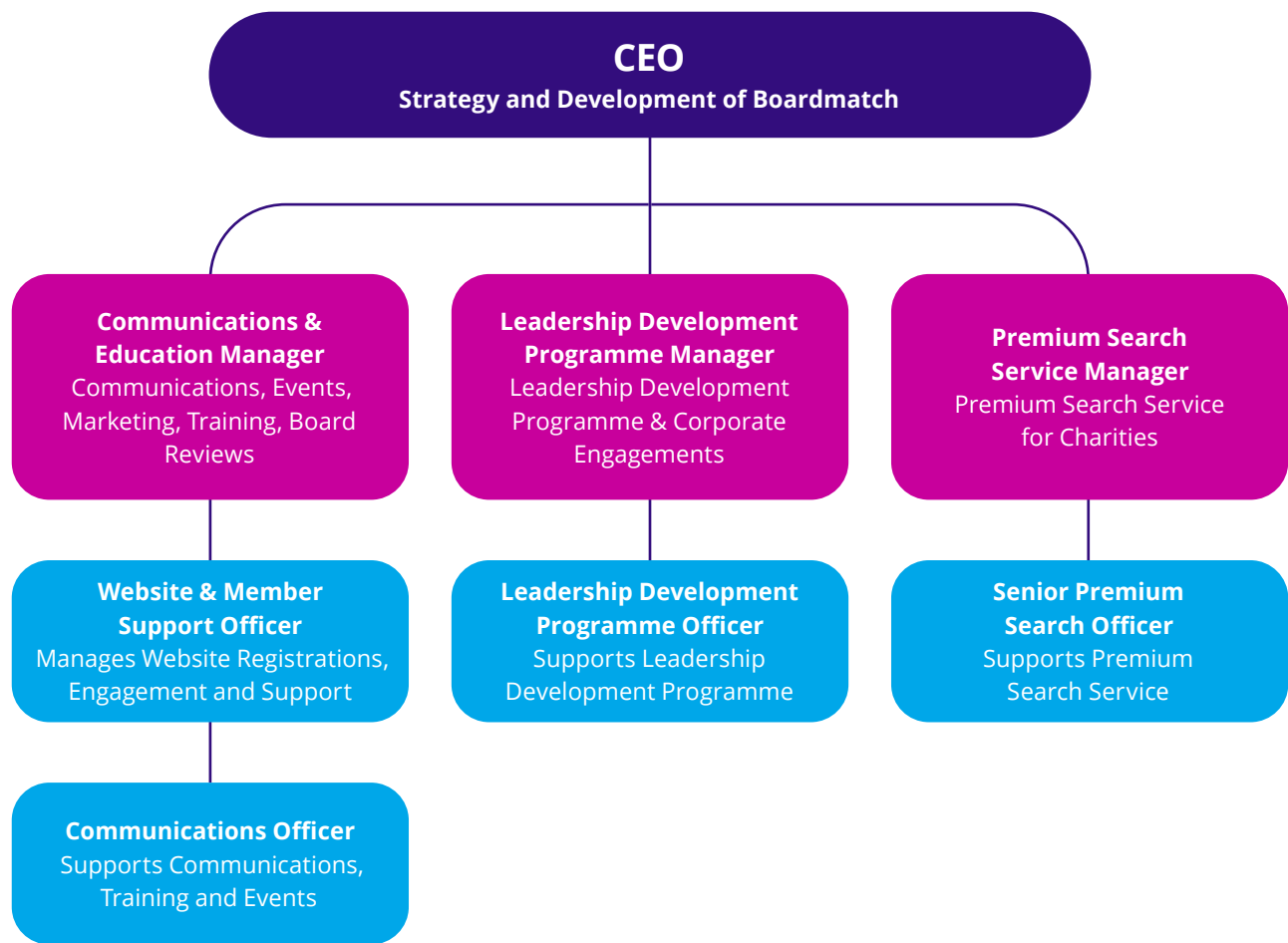


Liz Roche

The Boardmatch Team

Boardmatch continues to be support by a strong team invested in seeing the impact created collectively.

Organisation Chart



2024 FINANCES

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2024

	Unrestricted funds 2024 €	Total funds 2024 €	Total funds 2023 €
Income from:			
Charitable activities	450,926	450,926	470,640
Total income	450,926	450,926	470,640
Expenditure on:			
Charitable activities	521,196	521,196	536,443
Total Expenditure	521,196	521,196	536,443
Net Movement in funds	(70,270)	(70,270)	(65,803)
Reconciliation of funds:			
Total funds brought forward	215,295	215,295	281,098
Net movement in funds	(70,270)	(70,270)	(65,803)
Total funds carried forward	145,025	145,025	215,295

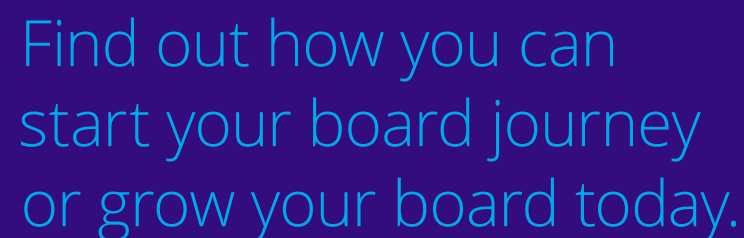
The Statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 DECEMBER 2024

	2024	2023
	€	€
Fixed Assets		
Intangible assets	5,243	6,673
Tangible assets	1,961	5,249
	<u>7,204</u>	<u>11,922</u>
Current assets		
Debtors	20,200	26,933
Cash at bank and in hand	151,509	214,441
	<u>171,709</u>	<u>241,374</u>
Creditors: amount falling due within one year	(33,888)	(38,001)
Net current assets	<u>137,821</u>	<u>203,373</u>
Total assets less current liabilities	<u>145,025</u>	<u>215,295</u>
Net assets excluding pension asset	<u>145,025</u>	<u>215,295</u>
Total net assets	<u>145,025</u>	<u>215,295</u>
Charity Funds		
Restricted Funds		-
Unrestricted funds	145,025	215,295
Total funds	<u>145,025</u>	<u>215,295</u>

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024

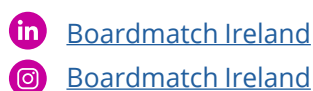
	2024	2023
	€	€
Cash flows from operating activities		
Net cash used in operating activities	(62,932)	(61,805)
Cash flows from investing activities		
Purchase of intangible assets		(7,150)
Purchase of tangible fixed assets		(3,325)
Net cash used in investing activities		(10,475)
Cash flows from financing activities		
Net cash provided by financing activities		–
Change in cash and cash equivalents in the year	(62,932)	72,280
Cash and cash equivalents at the beginning of the year	214,441	286,721
Cash and cash equivalents at the end of the year	151,509	214,441



Find out how you can
start your board journey
or grow your board today.

Visit www.boardmatch.ie

Contact us at hello@boardmatch.ie



Boardmatch is a registered charity in the Republic of Ireland.

Revenue Charity Number (CHY): 16398

Registered Company Number: 400151

CRA Number (RCN): 20058968

Supported By



An Roinn Forbartha
Tuaithe agus Pobail
Department of Rural and
Community Development

ARTHUR COX