

AMNESTY
INTERNATIONAL



Annual Conference 2025
Saturday 11 October

AMNESTY IRELAND

ANNUAL CONFERENCE & AGM 2025

11 October 2025



AGENDA

10:30 Registration & Coffee

11:00 Conference Opening & Welcome from the National Board

11:15 Adoption of Conference Agenda Committee's Report

11:30 Conference Business - The Year in Review

A look back at our work since AC 2024 & Presentation of our Treasurers Report
Followed by Questions & Answers

12:15 Conference Business – Voting on Conference Motions

- Motion 1 - Notice for Annual Conference
- Motion 2 - Headline Operational Budget 2026

12:30 Lunch

1:30 Where Next for Amnesty International

- Update on Our Global Assembly
- Countering Authoritarian Practices: **Resist – Disrupt – Transform**
- Write For Rights 2025
- Pulling the Plug on the Political Economy Enabling Israel's Crimes

2:15 Breakout Sessions x 3

3:30 Coffee Break

3:45 Feedback from our Breakout Sessions

4:00 Keynote Address: **Humanity Must Win**

Stephen Bowen

Followed by Questions & Answers

4:45 Final thoughts from our Conference Chair

5:00 Decamp to the Fleet Bar, Fleet St for drinks and light refreshments



Conference Agenda Committee Report to 2024 Annual Conference

a) Motions

Having examined the motions submitted for debate at the Annual Conference, the Conference Agenda Committee (CAC) finds those listed in the Order of Business to be appropriate matters for consideration by the Conference. One constitutional amendment is submitted for consideration,

b) Order of Business

The Conference Agenda Committee recommends the order of business as set out in the above agenda.

c) Rights of Speakers

The Conference Agenda Committee recommends that during the appropriate plenary sessions of the Conference:

- i) Movers of motions and amendments be limited to a maximum of five minutes with persons seconding motions and any subsequent speakers limited to two minutes;
- ii) If in the course of the meeting it appears that the business may not be completed by the stipulated time, the Chairperson may recommend further restrictions on the time allowed to speakers for approval by the Annual Conference;
- iii) Speakers are allowed to make one contribution only on each item on the agenda, except for the mover of a motion who may exercise a right of reply limited to five minutes.

d) Election of Conference Agenda Committee 2026

Noting that:

Three candidates have been nominated for the three seats for ordinary members on the Conference Agenda Committee (CAC). Namely; Mary Quinn, David White, and Sadhbh Sheeran and, (the outgoing CAC). As the number of candidates is equal to the number of vacancies, no ballot is required. All will, therefore, be deemed to be elected. The CAC further recommend that qualifying members put themselves forward as alternate members of the CAC so as to address any vacancies which might occur before AC **2026**.

e) National Board

The National Board consists of twelve elected members – six of whom are elected in alternate years to serve a two-year term.

The AI Ireland constitution sets out the procedure for the election of the twelve ordinary members of the National Board as follows:

Article 13 (3) the twelve other positions on the National Board shall be filled by election to two panels containing six positions each. Elections to the panels shall take place in alternate years with elected members holding office for a two-year term. Elected members shall be eligible for re-election except that no elected member shall hold office for more than three terms consecutively.



As the number of candidates is equal to the number of vacancies no ballot is required. All candidates will, therefore, be deemed to be elected. The Constitution provides that any vacancies that may arise before the next Annual Conference shall be filled by co-option to the National Board.

Standing for Election having been co-opted to the National Board since our last AGM

Eavan O'Halloran to serve a two-year term

Nominated by Sean Mulligan, Seconded by Máille Brady Bates

Mary-Michelle O'Connor to serve a two-year term

Nominated by Lorraine Smyth, Seconded by Graham Roe

Serving National Board Members standing for re-election

Graham Roe to serve a two year-term

Nominated by Lorraine Smyth, Seconded by Fiona O'Connor

Seán Mulligan to serve a two-year term

Nominated by Máille Brady Bates, Seconded by Lorraine Smyth

Fiona O'Connor to serve a two-year term

Nominated by Sean Mulligan, Seconded by Lorraine Smyth

Máille Brady Bates to serve a two-year term

Nominated by Mary-Michelle O'Connor, Seconded by Sean Mulligan

Lorraine Smyth to serve a two-year term

Nominated by Graham Roe, Seconded by Fiona O'Connor

Amnesty Ireland National Board Biographies

Graham Roe - Chairperson

Graham is a passionate believer in human rights, the power of people to bring about societal and structural change, and a long time Amnesty International supporter. Graham has held multiple leadership roles nationally and internationally in the area of integrated fundraising, communications, advocacy and campaigns. These have included executive and non-executive roles with Oxfam Ireland and Oxfam International, Concern Worldwide, Action Aid, and with Amnesty International Irish section at the outset of his career in the not for profit sector. Graham is currently the Director for Marketing, Communications and Fundraising for Special Olympics Ireland, and believes in an inclusive society where sport and all other areas of society are open to all to thrive within, and contribute to.

Graham holds an undergraduate degree from Trinity College in History. As a leading practitioner for many years nationally and internationally, Graham he has been involved for many years with



Fundraising Ireland – now Charities Institute Ireland – contributing on evolving fundraising regulation, and helping to develop and deliver modules for CII’s education courses.

He holds a Diploma in Fundraising Management (honours) from Charities Institute Ireland, a Certificate in Charity Law, Trusteeship and Governance (with distinction) from the Law Society of Ireland, and an MA (honours) in Law.

Seán Mulligan - Honorary Treasurer (Acting)

Seán has significant experience in leadership and governance roles and has been Finance Director with Tayto Snacks since 2014 having previously held similar positions with PepsiCo Ireland and Valeo Foods. He is a Fellow of the Chartered Institute of Management Accountants, a Chartered Director and holds a degree in International Business and Languages from TU Dublin. Seán has a keen interest in social justice and the defence of human rights.

Lorraine Smyth

Lorraine Smyth is an e-Enablement and Digital Solutions Manager within Corporate HSE. Lorraine holds an MSc of Science from UL and a Professional Diploma in Human right and equality IPA. Lorraine has a long history as a human rights defender first joining Amnesty at 16.

Lorraine is now a member of the Wexford branch of Amnesty where she has worked on many campaigns including both Yes campaigns, the Ibrahim Halawa and the Stardust campaign. Lorraine is a public servant for the last 21 years and has worked to change culture in the HSE working on the Anti-Bullying task force. The Steering group for the National Staff Engagement Forum and the Women in Leadership Forum. Lorraine is a member of the LGBTQI+ Allies.

Lorraine has an interest in patient centred care and was project lead on the Covid Patient Monitoring App, allowing patients remain at home while monitored during the Covid Pandemic. Lorraine was also the Covid Laboratories Logistic Lead during Covid facilitating testing nationally and enabling forecasting on Lab capacity. Lorraine has an interest in Sociotechnological, using technology for good.

Lorraine won Women in IT, Digital Leader of the Year and Innovator of the Year in 2021, she was also awarded Student Project of the Year at the Irish Healthcare Awards for her MSc Project Covid Patient Remote Monitoring.

Máille Brady Bates

Máille is an experienced solicitor specialising in Employment Law. In addition to her employment law practice, Máille carries out public interest legal work with a number of charitable organisations on a voluntary and pro-bono basis. Máille has a keen interest in human rights and public interest law and has worked with NGO's such as FLAC, PILA, Human Rights Defenders, the Red Cross and the Dublin Rape Crisis Centre. Máille is a member of the Amnesty HR Sub-Committee and sits as a Board Trustee on the Board of Voluntary Services International.



Fiona O'Connor

Fiona is a Director at Tom Smyth & Associates HR Consultancy where she provides legal advice and business risk support to both private and public sector industries. With over 15 years of experience specialising in employment law, HR and industrial relations, she has a deep understanding of workplace relations and the application of employment law.

She has advocated before the Equality Tribunal, EAT, Workplace Relations Commission (WRC) as well as the Labour Court. While working with the Citizens Information Service she provided information, advice and advocacy on a broad range of public and social services and is committed to improving equality & social justice in all aspects of society.

Fiona is a graduate of the Law Society of Ireland (Employment Law) and UCC (Government & Public Policy and later Human Resource Management). She is a member of the Chartered Institute of Personnel and Development (CIPD) where she was a member of the Southern Regional Committee.

Eavan O'Halloran

Eavan is an economist and international development specialist who worked for nearly 30 years at the World Bank, where she focuses on inclusive and sustainable policies and programs that target the poorest and most marginalized people. She has worked in a diverse set of countries across Africa, the Middle East, Eastern Europe, and Central Asia. She has deep expertise in analysing countries' socio-political-economic contexts, designing and implementing sustainable growth strategies, and advocating for policies that have a strong focus on equitable development and poverty alleviation. She has worked closely with governments, international organizations, the private sector, NGOs and stakeholders across many cultures and contexts.

Born and raised in Dublin, and an emigrant for 30 years, Eavan returned to Ireland in 2022 and is committed to advancing human rights and social equity. She holds a Masters in International Economics and Relations from Johns Hopkins University, a Masters in Business Studies and a Bachelor of Commerce from University College Dublin, and a Diploma in Company Direction from the Institute of Directors. She is a Fulbright Scholar and speaks fluent French and Italian, with professional-level Spanish.

Mary-Michelle O'Connor

Mary-Michelle is a qualified solicitor, having practised as general counsel in the financial services sector for many years. She has vast experience in advising boards and management teams through periods of structural change, disruption, take-overs and investigations. She has advised on corporate transactions, corporate governance, contracts, data protection, employment law, litigation, property law and regulatory matters.

She has a keen interest in international and humanitarian law and has recently completed a Masters in International and Comparative Law from Trinity with a focus on international criminal law, humanitarian law, human rights law and refugee law.

Mary-Michelle is a member of the National Board Property Working Group.



Minutes of Annual Conference/AGM 2024

Conference was held virtually on 30th November 2024

Conference was chaired by Mary Quinn, Conference Agenda Committee Chair.

The delegates were updated on the work of the Section and the wider Amnesty International movement by the National Board Chair, Brid Cannon and our Executive Director, Stephen Bowen.

Sean Mulligan, Our Honorary Treasurer, (Acting) delivered a presentation on our finances and presented Headline Budget Parameters 2025-2026.

Elections

Conference also elected three members of the Conference Agenda Committee (CAC) 2025, which will oversee Annual Conference 2025. They are **Mary Quinn, David White, and Sadhbh Sheeran**. Delegates were encouraged to put themselves forward as alternate CAC members to address any vacancies which could arise. Qualifying members or six months or more in good standing can email an expression of interest to annualconference@amnesty.ie or bmorris@amnesty.ie

As there were no National Board members who were due to stand for election at this AC/AGM, delegates were advised that board recruitment will be a significant focus for the Section during Quarter 1, 2025. Delegates are encouraged to consider volunteering for board election and/or co-option.

Motions and Constitutional Amendment

Conference considered a range of motions and one constitutional amendment that had been put forward by membership. Conference decided as follows:

Motion 1 - Annual Conference 2024

Appreciating the extraordinary circumstances experienced by the Section during 2023 and 2024, resulting in a gap greater than the constitutionally mandated 16 months between Annual Conferences, the Conference Agenda Committee proposes that all decisions at Annual Conference 2024 will nonetheless be deemed valid.

Proposed by: David White, Seconded by: Mary Quinn

This motion was passed by consensus

Motion 2 – Headline Operational Budget 2025

Conference approves the high-level outline budget for 2025 and mandates the National Board to finalise and approve an operational budget for 2025 in line with this overall budgetary framework, noting the certified accounts for the years 2021, 2022 and 2023. **(See Appendix I for Headline Budget Parameters 2025 & 2026)**

Proposed by: Seán Mulligan, Seconded by: Lorraine Smyth

This motion was passed by consensus



Constitutional Amendment

Article 13 The National Board

This amendment seeks to ensure continuity of leadership for the Section in exceptional circumstances.

Current text:

Article 13 The National Board

(3) The twelve other positions on the National Board shall be filled by election to two panels containing six positions each. Elections to the panels shall take place in alternate years with elected members holding office for a two-year term. Elected members shall be eligible for re-election except that no elected member shall hold office for more than three terms consecutively.

Proposed amended text:

Article 13 The National Board

(3) "The twelve other positions on the National Board shall be filled by election to two panels containing six positions each. Elections to the panels shall take place in alternate years with elected members holding office

for a two-year term. Elected members shall be eligible for re-election; however, no member, apart from the Chairperson, shall serve more than three consecutive terms. The Chairperson may serve a fourth term of up to one year, if necessary, to ensure continuity for the National Board.

Proposed by: Graham Roe

Seconded by: Fiona O'Connor

This constitutional amendment was clearly passed by the required two thirds majority vote.



AMNESTY INTERNATIONAL IRELAND ANNUAL CONFERENCE & AGM 2025 - MOTIONS

Motion 1 – Notice for Annual Conference

That this conference resolves that the Annual Conference be held every October on a date agreed and announced at the preceding annual conference. That all documents and paperwork relevant to the annual conference, including the annual report and annual financial report be made available to all members at least 14 days before the Annual Conference.

The reasons in support of this proposed resolution are that earlier publication of the annual conference date should encourage and enable greater participation by members in their annual conference. Providing for the annual conference to be supported by all relevant documentation not only helps for a fuller understanding of Amnesty International Ireland's operation over the previous year, but it also enhances further the transparency of the organisation's operation.

Proposed by: Corry Cashman, Seconded by: Richard Gem

Motion 2 – Headline Operational Budget 2026

Conference approves the high-level outline budget for 2026 and mandates the National Board to finalise and approve an operational budget for 2026 in line with this overall budgetary framework, noting the audited Directors Report & Financial Statements for the year ending 31st December 2024, **(See Appendix I for Headline Budget Parameters 2026 & 2027).**

Proposed by: Seán Mulligan, Seconded by: Graham Roe



Appendix I

Headline Budget Parameters 2026-2027		
	2026	2027
	<u>€'000</u>	<u>€'000</u>
	€	€
Regular Fundraising Income	1,910,444	2,094,062
Restricted Income - Fundraising Investment Fund (FIF)	0	0
Restricted Income - Others	0	0
Restricted Income - Community Sponsorship (closed 31 December 2023)	0	0
Total Income	1,910,444	2,094,062
Fundraising Expenditure	586,388	732,507
% of Income Excluding FIF Income & FIF Cost)	31%	35%
Nett Income	1,324,056	1,361,554
Global Human Rights Budget (Fundraising Cap Not Exempted) (our assessment payment)	268,135	289,463
Public Affairs		
Staff & Campaigns Activities	409,592	450,888
% of Income	21%	22%
Movement Relations & Corporate Services (Staff, Overheads, buildings and Support costs)		
	499,339	517,963
% of Income	26%	25%
Organisational Contingency		
	100,000	50,000
% of Income	5%	2%
Nett Position (Profit Retention)	46,990	53,240