

---

# GISF ANNUAL REPORT 2023

gisf



Image credits: UN OCHA

Key Highlights  
January - December 2023

---

# CONTENTS

- 1 Acronyms
  - 2 Year in review
  - 3 Our vision, mission & values
  - 4 Transition to independence
  - 5 Security Risk Management in 2023
  - 6 Programme & Organisational Highlights
  - 7 Products & Services
  - 8 Membership & Engagement
  - 9 Governance
  - 10 Finance
- 
-

# 01. ACRONYMS

ACF - Action contre la Faim

BHA - Bureau for Humanitarian Assistance

CEPI - Coalition for Epidemic Preparedness Innovations

CIC - Community Interest Company

ECHO - European Civil Protection and Humanitarian Aid Operations

GEP - GISS exercise platform

GISF - Global Interagency Security Forum

GIZ - Deutsche Gesellschaft für Internationale Zusammenarbeit

HPN- Humanitarian Practice Network

MAG- Mines Advisory Group

MDM - Medicos del Mundo / Doctors of the World

NGO - Non-governmental organisation

NNGO- National Non-governmental organisation

OPT&I - Occupied Palestinian Territories and Israel

OSAC - Overseas Security Advisory Council

PIN - People in Need

SRM - Security risk management

UNCHR- United Nations High Commissioner for Refugees

UNDSS - United Nations Department for Safety and Security

USAID - United States Agency for International Development

WFP - World Food Programme

# 02. YEAR IN REVIEW

2023 was a year of consolidation for the Global Interagency Security Forum. Much of the focus was on preparing the organisation to meet forthcoming challenges and opportunities.

Most obvious was the departure of Lisa Reilly after more than 10 years as Executive Director, and the Steering Group's recruitment of myself in March 2023.

As Executive Director, the initial emphasis has been on responsibly implementing the decision for GISF to become an independent entity. Beyond simply creating a governance structure that is fit for purpose, the team and I have taken the opportunity to step back and think more broadly on what that purpose is and how best GISF can contribute to a world where NGOs have safe and sustainable access to people in need.

It is no secret that the complexity of contexts in which NGOs are operating is rising. There are growing barriers to supporting people which safety and security functions must navigate, in an increasingly resource-constrained environment.

The year was marked by the re-emergence of civil conflict in Sudan, the continued aggression against Ukraine, and acts of

violence in the Occupied Palestinian Territories that sent shockwaves around the world. More than 200 aid workers have been killed in 2023, a major jump from recent years.

Any ambiguity from the international community on the enforcement of International Humanitarian Law is unacceptable, and incompatible with supporting NGOs to meet the range of growing global needs.

Sincerely,

*Jon Novakovic ( Executive Director )*




# 03. OUR VISION, MISSION & VALUES

## VISION

Our vision is a world where NGOs have safe and sustainable access to people in need, enabled by robust and relevant security risk management practices. We are determined to reduce security risks as a barrier to providing assistance, ensuring that the lives of those helping others are protected. By fostering a culture at all levels of the NGO sector that prioritises and invests in strong security risk management practices, we empower and support NGOs to work safely and sustainably with the world's most vulnerable populations, even in the most challenging contexts.

## MISSION

We are a member-led organisation that strengthens NGO security practice worldwide by:

- Maintaining and building from our expertise in humanitarian security risk management.
- Offering trusted platforms for coordination and knowledge sharing.
- Driving innovation, capturing best practice, and improving SRM capabilities.
- Supporting policy-makers and the humanitarian system to increase their understanding of SRM and maximise access to people in need.
- Working with the broader SRM ecosystem, to ensure members have access to the diverse individuals and professional services required to meet future sector needs.

## VALUES

TRUST

RELEVANCE

INCLUSION

HUMANITARIAN PRINCIPLES

## 04.

# TRANSITION TO INDEPENDENCE

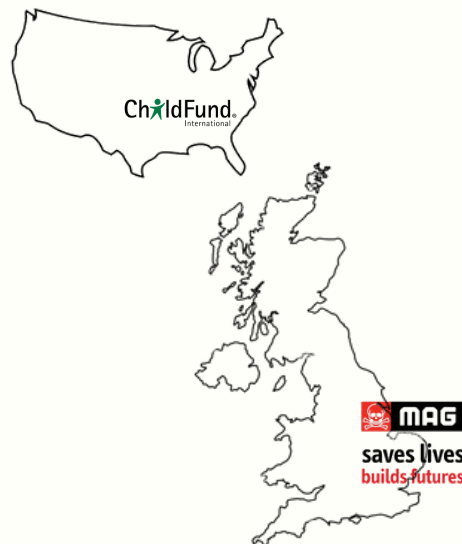
## INDEPENDENCE TRANSITION

GISF has been registered as a Community Interest Company (CIC) in England and Wales. This is a not-for-profit legal structure. Early in 2024 GISF hopes to end our time being hosted within MAG and to begin operating independently. GISF's Americas operations will continue to be hosted by ChildFund.

As a CIC, our Articles of Association function as our constitution, which are legally binding and publicly available. Our constitution is structured around our status as a "company limited by guarantee with a large membership".

The key considerations in selecting the CIC model:

- Allows members to continue taking a role in running GISF;
- Oversight from the Office of the Regulator of Community Interest Companies;
- Provides transparency and accountability for our operations; and
- Allows GISF to continue receiving funds from donors and working with partners.



## GOVERNANCE



At this stage in our transition to independence, the secretariat, the Steering Group, and our external legal partners have focused on getting the governance fundamentals in place. This will allow us to move responsibly to independence, with the scope to grow and evolve.

## BOARD OF DIRECTORS

As a CIC, GISF will be overseen by a Board of Directors. The Board of Directors has overall responsibility for GISF meeting its statutory (financial and legal) and other obligations, ensuring that GISF meets the interests of its members.

## THE STEERING GROUP

The Steering Group will have its role as the members' voice strengthened by becoming a formal sub-committee of the Board of Directors. It will provide a formal mechanism for capturing and reporting on GISF's organisational performance and for capturing members' priorities. It will continue to be empowered to make decisions on membership applications.

## NEW MEMBERSHIP CRITERIA



Currently, GISF has two membership categories – Full and Associate. Criteria are the same, except that full members must have a 'humanitarian' focus and not be affiliated with a government. There are around 100 Full members and 50 Associate members. Both receive the same access to GISF services; however, there is a cap on the number of Associate members allowed on the Steering Group.

With its strengthened role for members, the new CIC structure has prompted the Steering Group to broaden the criteria for full voting membership. To maintain GISF's focus on supporting safe and secure access to those in need, organisations that directly require and utilise an operational SRM capacity will form the expanded membership of GISF. This includes organisations with a focus, for example, on human rights, the environment, peacebuilding, etc. This decision also acknowledges that it is in everyone's operational interests for all NGOs in a context to conduct quality SRM.

# 05. SECURITY RISK MANAGEMENT IN 2023

## 70

Kidnapped

2023 saw a continued increase in violence against aid workers operating around the globe, in comparison to 2022. A total of 201 separate attacks occurred in 24 countries hosting a humanitarian response, resulting in 472 humanitarian workers harmed. The victims included 263 killed, 173 seriously wounded, and 70 kidnapped.

## 173

Wounded

Aid workers, programmes, and organisations as a whole continue to face varying levels of risk in carrying out their work globally. Organisations, therefore, must put in place security risk management practices that enable them to effectively reach those most in need while still meeting their duty of care obligations towards staff.

## 263

Killed

GISF continues to lead the sector in developing resources such as papers, guides, and toolkits and hosting events to support the learning and implementation of humanitarian SRM good practice. Providing security focal points with a network that keeps aid workers connected and shares global expertise, GISF helps organisations to prevent, prepare for, and recover from security incidents.

**Sudan** - As a response to the escalation of fighting and deterioration of the security situation in Khartoum, GISF convened a number of virtual roundtables across April and May on Sudan and provided direct coordination support via the Sudan INGO Forum, including partnering with INSO to establish a remote incident tracking service to support NGOs.

GISF also hosted a virtual roundtable on Enhancing Humanitarian SRM.

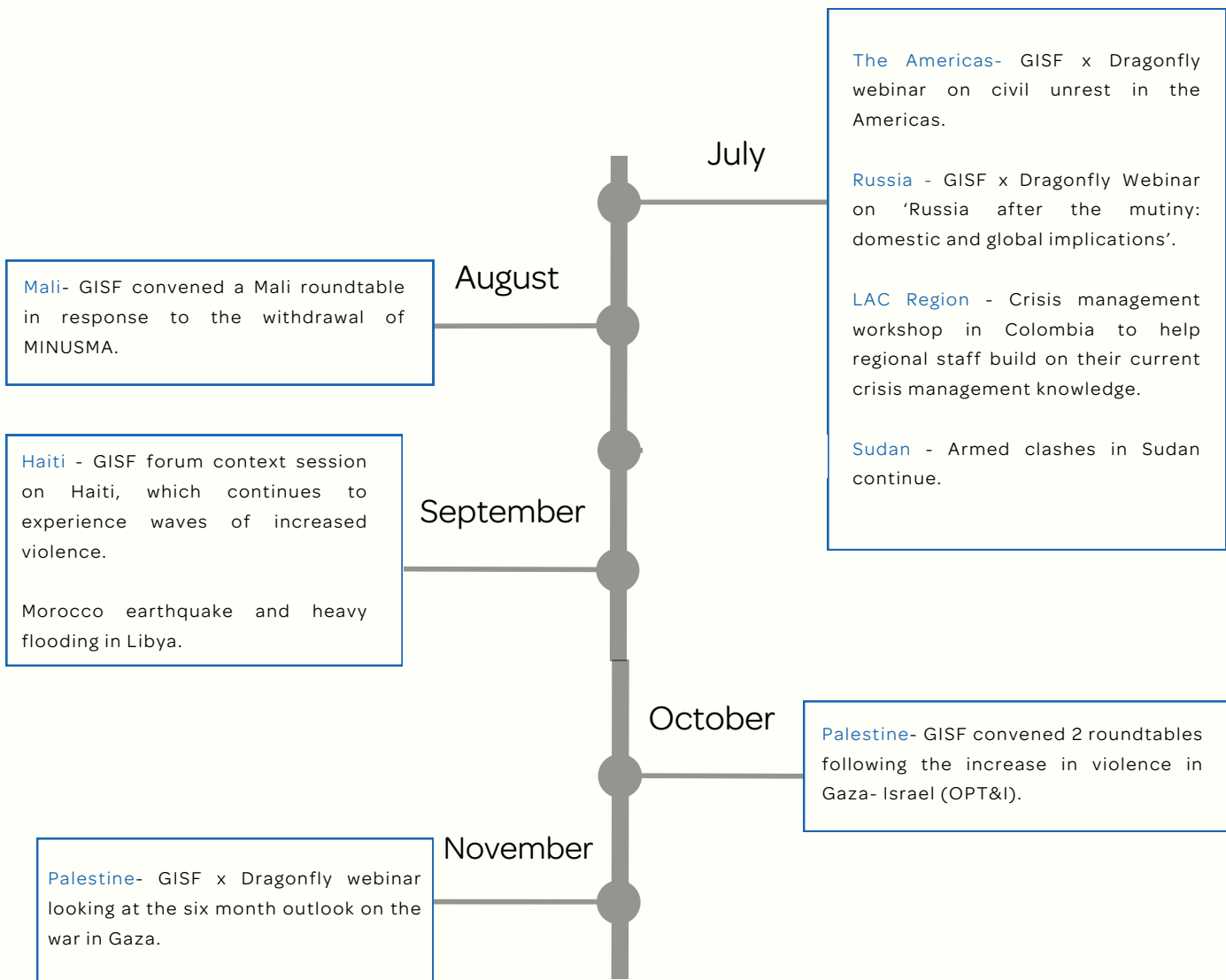
April

February

**Turkey/Syria**- Earthquake on 6th Feb. GISF hosted 2 roundtables on Earthquake Response.

**Haiti**- GISF also convened a Roundtable on Haiti with aid workers remaining at high risk throughout the country.





## We have received great feedback from members and external stakeholders:

“ Its a great pleasure to be part of the GISF network and membership.

We really appreciate your regular updates and the useful documents especially on Security Risks Managements for NGOs. ”

“ Clearly GISF is a great organization with super dedicated people and I look forward to making the most of my membership (and in due course contributing) moving forward.

## 06.

# PROGRAMME & ORGANISATIONAL HIGHLIGHTS

## PROJECTS & GRANTS



Research for Improving Humanitarian Coverage, Operational Reach, and Effectiveness (CORE)

Supported by USAID/BHA under Humanitarian Outcomes' CORE research program on access and security, in partnership with GISF and HPN.

### Goal

To document recent developments, challenges, good practice, and gaps in security risk management in humanitarian response.

### GISF'S role

Participate in the research, communicate the project to the GISF network and the wider sector to encourage broad participation, support on travel and logistics for country case studies, support on the design and methodology of the research and participate in the Advisory Group.

### Outcome

State of Practice: Evolution of Security Risk Management in the Humanitarian Space ( to be published in early 2024).

## Protect Aid Workers (PAW)

ECHO funded project.

<b>Goal</b>	This project aims to support humanitarian NGOs, and in particular national NGOs, in responding to critical incidents that put at risk the life and well-being of humanitarian workers and their immediate families. The mechanism will provide protection grants in response to serious incidents to cover the cost of a defined range of services (health, psychological, legal, material, etc.).
<b>GISF'S role</b>	Outreach through the GISF network, promotion of the project, comms and specific outreach/workshops centred on helping NNGOs understand how to prevent, respond and manage security incidents, and how to access the mechanism.
<b>Timeframe</b>	18-month project. Start date 1st July 2023, end date 31 Dec 2024.

## USAID BHA

<b>Objective</b>	To have a positive impact on NGO humanitarian security risk management to achieve sustainable access to populations in need.
<b>Timeframe</b>	October 2022 – October 2023
<b>value</b>	\$ 626,993 (for Year 3)

This grant covered the ongoing development of GISF to provide a global trusted network both within its membership and to the broader humanitarian community. This funding was key to developing projects that respond to the needs of global INGOs in the sector, strengthening GISF's capacity to act as a centre of excellence and extending its reach as a global actor through networking, coordination, collaboration, and information sharing.

# 07. PRODUCTS & SERVICES

## ORIGINAL RESEARCH



### URBAN SECURITY ARTICLE



Good Practices, Lessons Learned, and the Unique Challenges Affecting Security Risk Management in Urban Humanitarian Responses

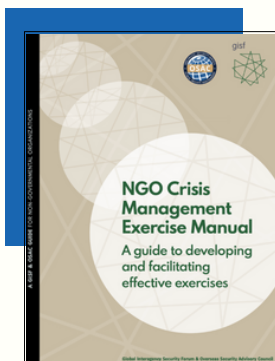
A significant constraint to humanitarian aid in urban settings is that security concerns prohibit access to populations clustered by specific characteristics. There is a relative lack of expertise and knowledge in navigating these challenges.

Released in December 2023, this GISF article identifies the unique elements in urban environments and the humanitarian security risk management considerations resulting from these dynamics.

“Published documents through GISF, you know have been developed with the appropriate technical expertise necessary to ensure that they are trustworthy documents to base our security portfolio on.”

I was reminded again about the high quality publications GISF has published and one of these publications directly assists me with the task I'm currently working on in my organization as a baseline reference. It was really important to be reminded about these resources.”

### CRISIS MANAGEMENT MANUAL



NGO Crisis Management Exercise Manual: a guide to developing and facilitating effective exercises

In March 2023, GISF published the 'NGO Crisis Management Exercise Manual', developed in collaboration with the Overseas Security Advisory Council (OSAC) of the US Department of State as an essential tool for helping NGOs build their preparedness.

Focussing on an exercise's design, preparation, delivery, and learning phases, the manual contains handy tools and advice to help ensure crisis management exercises leave staff clear on their roles so they can jump into action when incidents occur.

## UPCOMING RESEARCH IN 2024



Jan	<p><b>Humanitarian Security in an Age of Uncertainty: the intersection of digital and physical risks</b></p> <p>An article aiming to explore the ways in which SRM in the aid sector is changing in response to the evolving digital world.</p>
Feb	<p><b>Neutrality, Access and Making Localisation Work</b></p> <p>A research project looking at the intersection of Neutrality, Acceptance, and Localisation.</p>
March	<p><b>Policy Toolkit</b></p> <p>A Policy Toolkit, to show how security risk management can be integrated into a humanitarian organisation's broader policy objectives and strategy.</p>
April	<p><b>SRM Glossary</b></p> <p>A comprehensive GISS SRM Glossary in English; once finalised it will be translated into Spanish, French, and Arabic in due time.</p>
May	<p><b>Digital Security Toolkit</b></p> <p>A holistic modular tool to help security advisors better assess and understand the intersection of digital, physical, and personal security risks.</p>

## THE FUTURE OF GISF RESEARCH




As we navigate the future, GISF is steadfast in its commitment to transforming Security Risk Management (SRM) research. Our primary focus lies in understanding and meeting the specific needs of our valued members. Moreover, embracing inclusivity, localisation, and decolonisation, we also strive to develop research that empowers local aid actors and fosters a more equitable approach to SRM on a global scale.

Our focus is on creating self-guided resources that transcend organisational boundaries, enabling autonomy and adaptability. Additionally, GISF aims to stay ahead of key developments in SRM practice, including cybersecurity and artificial intelligence, ensuring our members are well-prepared for the evolving challenges in increasingly complex operational environments.

*Dimitri Kotsiras (Research and programmes manager)*

## GISF EXERCISE PLATFORM (GEP)

In collaboration with  Conducttr

The GISP Exercise Platform (GEP), launched in June 2023, delivers innovative and realistic crisis management training to support improved practices across the sector. The GEP allows members to access a range of engaging play-on-demand crisis scenarios, free of charge, that are relevant to the humanitarian and development sector.

# 24

Registrations

“ Highly appreciate the tool, the injects and the scenarios – will use it as soon as possible with teams and hope that the catalogue of scenarios keeps growing. (GISF member)

## WORKSHOPS, ROUNDTABLES & WEBINARS

# 5

Workshops

# 10

Roundtables

# 6

Webinars

### WORKSHOPS



GISF's unique position enables the collaboration of expert facilitators and a diverse array of NGOs to share expertise and best practices, fostering skill development and encouraging cooperation among individuals and organisations.

In 2023, GISF hosted five workshops on topics covering regional crisis management, cultural intelligence, the evolution of SRM, partnerships and disinformation & social listening. In an effort to reach a wider audience, GISF delivered its partnership workshop in French, whilst also hosting workshops in Amman, Jordan and Bogota, Colombia. GISF will continue hosting a range of non-English speaking workshops and in different locations globally.

“ This was an amazing workshop. Thank you GISF. (Colombia workshop attendee)

## ROUNDTABLES AND WEBINARS

Webinars and roundtables have proved to be an effective and impactful way of engaging members in specific topics of interest, allowing participants to exchange information and discuss operational challenges during acute crises with other members, and invited experts.

GISF developed and delivered 10 roundtables on contexts as they evolved and unfolded such as: Haiti, Turkey/ Syria earthquake response, Sudan, Mali and Gaza-Israel OPT&I.

6 webinars were held, on topics including vicarious trauma and SRM in Afghanistan. GISF business partner, Dragonfly, facilitated 4 webinars on the strategic outlook for 2023, how Wagner is shaping risk in Africa, civil unrest in the Americas and the six-month outlook for the war in Gaza.



### MATTERMOST: GISF CHAT CHANNEL

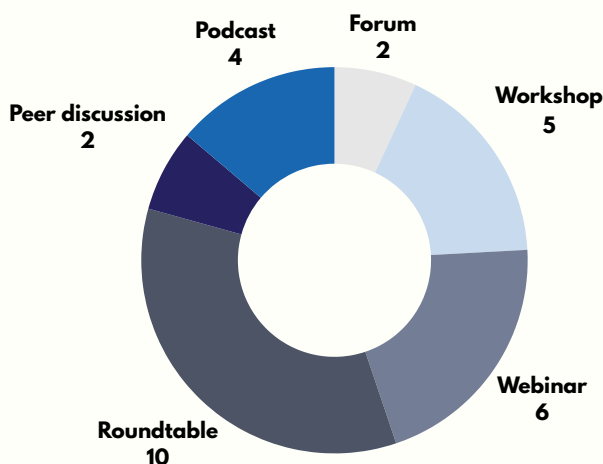
**433** Registered users

**4** New channels

The GISF chat enables members to communicate with the whole network at the touch of a button. The chat facility remains a highly valuable resource, allowing members to directly share information and questions and for the Secretariat to disseminate updates, enhancing members' awareness of new tools and resources. Ongoing channels actively involve members in discussions, facilitating the sharing of policies and best practices, thus maintaining an active and beneficial space for member coordination. Four new channels were created in 2023: Turkey/Syria, Mali, Niger, Gaza-Israel OPT&I.



### GISF EVENTS 2023



## NGO SECURITY TOOLBOX

The GISF NGO Security Toolbox is designed to provide accessible guidance, resources, and tools to help NGOs integrate good SRM practices into their operations in-country during humanitarian responses.

In early 2023, GISF added essential new modules on:

- Context analysis,
- Acceptance analysis and,
- Crisis management exercises.



### The SRME certificate has received great feedback:

“ Great opportunity for security professionals to refresh their security management knowledge and obtain a certificate.

Essential for all Security professionals. The training has increased my knowledge of many factors relating to safety and security and how to respond to them.



## SECURITY RISK MANAGEMENT ESSENTIALS (SRME) CERTIFICATE

with Insecurity Insight and Disaster Ready

In 2022, GISF launched the Security Risk Management Essentials (SRME) Certificate with Insecurity Insight and Disaster Ready, a free online learning tool which provides humanitarian and development professionals with an introduction to vital security processes and policies.

GISF have been working on translating the certificate with Disaster Ready to ensure that the programme reaches a large number of humanitarian staff across the world. In February 2023, the SRME certificate became available in Spanish and French and in September the Arabic translations was completed.



## SOCIAL MEDIA

Social media has continued to play a key role in GISF's engagement with members, other actors in the NGO community and organisations outside the humanitarian and development sectors, enabling GISF to reach a wider audience, communicate key messages and share good practice.

# 2,072

new followers in 2023 across twitter and linkedin

## PODCASTS

At the start of 2023 GISF launched a new podcast series, 'Evolving NGO Security Risk Management', which looks at the innovations, transformative developments, and dynamic trends facing the humanitarian and development sector.

The four episodes that currently comprise this series explore the facets of 'Evolving NGO SRM', unpacking the changing environments, practices, discussions, and technical considerations impacting the safety and security of aid workers and operations. These conversations are enriched by expert guests spanning security professionals, humanitarians, and more.



## GISF BLOGS

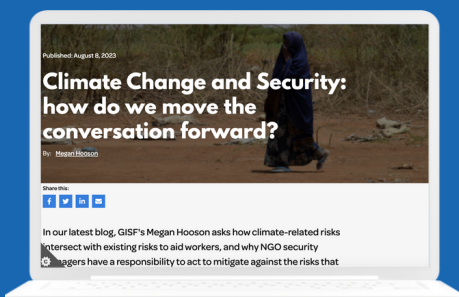
# 15

GISF blogs published

GISF blogs produced by the Secretariat and guest writers are designed to be thought-provoking, stimulating reflection and discussion, improve knowledge and practice on humanitarian security risk management and increase engagement between the Secretariat, GISF members and the wider sector.

### JUST A FEW OF THE BLOGS RELEASED IN 2023:

- Protecting humanitarian and health actors: a collective responsibility
- Climate Change and Security: how do we move the conversation forward?
- Kidnap and Ransom: choosing the right policy for your NGO
- Embracing Equitable Security Risk Management: a person-centred approach to women's security



# 08. MEMBERSHIP & ENGAGEMENT



## MEMBERS

The comprehensive range of members and stakeholders that utilise GISF services, demonstrates GISF's unique position as the key trusted NGO security organisation with a wide range of global members, an expansive network, and extensive relationships with essential stakeholders. The close relationship maintained with members ensures GISF's actions remain relevant.

Since going global in 2020, GISF's ability to meet objectives and better serve the needs of members and the wider humanitarian sector has gone from strength to strength. The North America office is pleased to be building momentum and engaging new members.

*GISF is a great organization with super dedicated people and I look forward to making the most of my membership (and in due course contributing) moving forward.*



GISF 2023 Autumn Forum in Washington D.C.

## MEMBERSHIP

**148 members | 95% of members engaged**

GISF membership continues to expand, from 45 members 10 years ago to 148 by the end of 2023, with 97 full members and 51 associate members.

In 2023 alone, GISF accepted 9 new members (three full and four associate), including six in North America. GISF continues to explore membership and networking opportunities to ensure that the organisation reflects a truly global perspective



## 7 New Members

**Full**

**Associate**

- ACDI/VOCA
- Mercy Corps
- UK-Med
- CEPI
- ICAP at Columbia university
- International Bureau for children's rights
- World University Services of Canada

## NEW MEMBERSHIP CRITERIA

Currently, GISF has two membership categories – Full and Associate. Criteria are the same, except that full members must have a ‘humanitarian’ focus and not be affiliated with a government. There are around 100 Full members and 50 Associate members. Both receive the same access to GISF services; however, there is a cap on the number of Associate members allowed on the Steering Group. With its strengthened role for members, the new CIC structure has prompted the Steering Group to broaden the criteria for full voting membership.

To maintain GISF’s focus on supporting safe and secure access to those in need, organisations that directly require and utilise an operational SRM capacity will form the expanded membership of GISF. This includes organisations with a focus, for example, on human rights, the environment, peacebuilding, etc. This decision also acknowledges that it is in everyone’s operational interests for all NGOs in a context to conduct quality SRM.

## PARTNERSHIPS

By working with stakeholders from a range of sectors, GISF can pool together knowledge and experience in order to improve the safety and security of aid workers around the world.

GISF affiliates are individuals and organisations with substantial experience supporting humanitarian security risk management. The affiliate programme enables sharing and knowledge transfer and provides an opportunity for communication and collaboration for the benefit of the sector and SRM as a whole.

GISF continues to engage with new prospective Business Partners through the Business partnership programme. Current Business Partners include Ambrellia, Dragonfly (formerly Risk Advisory), Proelium Law LLP, RSM Consulting, Control Risks, Factal, International SOS, and Conductrr.

GISF is currently looking at revitalising its approach to these partnerships.

# 21

Affiliates

# 8

Business partners





## FORUMS

The GISF forums are a primary mechanism that foster strong relationships and improve trust throughout the humanitarian SRM sector. They are well attended, and rated highly on quality and relevance.

GISF held two forums in 2023:

**March** The 2023 Spring forum held in Eschborn, Germany and Ottawa, Canada focused on Crisis Management.



**Sept** The 2023 Autumn forum covered a range of different topics, and was held in Madrid, Washington, D.C., and virtually.



These forums provided an opportunity for members to learn from one another, strengthen relationships with peers from other organisations, and engage in deeper discussion on critical topics related to humanitarian security risk management.



### A FEW TOPICS COVERED AT THE 2023 GLOBAL FORUMS

- Urban Warfare: New Dimensions and Implications for Security Risk Management
- Context Session: Haiti
- Climate Crisis and (In)security
- Triple Nexus and SRM

“ The Forum was the perfect demonstration of the essence of GISF - high-quality, candid experience and knowledge sharing between members with the objective to elevate the standards of the entire field of humanitarian safety and security.



## EXTERNAL STAKEHOLDER ENGAGEMENT

GISF's reputation as the global coordination and resource hub, and centre of excellence for humanitarian security risk management continues to encourage high-level external engagement in strategic as well as practical discussions and events.

GISF promotes the voice of member organisations through regularly engaging in sector working groups and external events. Key groups include: H2H network, Security Institute - Inclusive Security Group, Saving Lives Together Working Group and Oversight Committee, WCAPS Orgs in solidarity, BOND groups on counter terrorism and conflict policy.

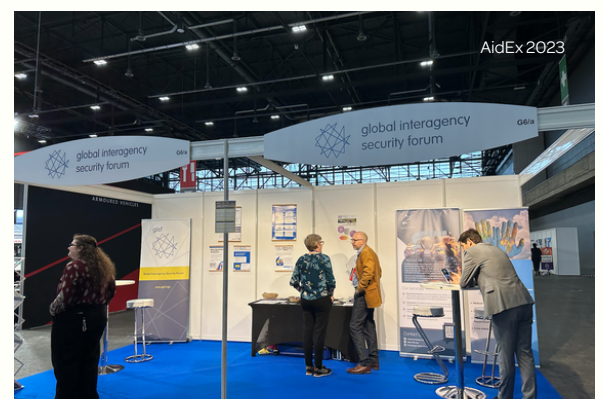
## KEY EXTERNAL EVENTS

### HUMANITARIAN NETWORKS AND PARTNERSHIPS WEEK

In 2023, GISF partnered with UNHCR on Integrating Security Risk Management Across Humanitarian Action as part of the HNPW. GISF delivered nine sessions, in partnership with experts from across the NGO sector, such as UNDSS, Women for Women International, CBM, Arete Business Performance, Duty of Care International, World Vision, Humanitarian Outcomes, Insecurity Insight, and WFP. They explore the challenges to safe humanitarian action, and how individuals and organisations can work together to create a strong culture of SRM that enables aid workers to do their job safely.

### AidEx

Working with International Location Safety (ILS) at their Duty of Care Pavillion, GISF co-curated an exciting 'conference within a conference'; offering a thought-provoking, educational, and inspiring agenda of discussion panels, workshops, and case studies on duty of care and security risk management. Executive Director Jon Novakovic and Deputy Director Heather Hughes led several sessions. GISF also hosted a collaborative networking and peer-support space, providing access to thought leaders and consultants who are pushing forward the duty of care agenda in the sector.



# 9. GOVERNANCE

## BOARD OF DIRECTORS

As a CIC, GISF will be overseen by a Board of Directors. The Board of Directors has overall responsibility for GISF meeting its statutory (financial and legal) and other obligations, ensuring that GISF meets the interests of its members.

There will be at least five Directors who will meet quarterly:

1. Non-Executive Director (Treasurer)
2. Non-Executive Director (Representative of Steering Group)
3. Non-Executive Director (SRM Professional from a Member Organisation)
4. Non-Executive Director
5. Executive Director
6. Observer (Host Organisation)



## STEERING GROUP

As a CIC, the GISF Steering Group will have its role as the members' voice strengthened by becoming a formal sub-committee of the Board of Directors. It will provide a formal mechanism for capturing and reporting on GISF's organisational performance and for capturing members' priorities. It will continue to be empowered to make decisions on membership applications.

The current GISF Steering Group, composed of up to ten members, leads GISF's strategic direction.

## GISF STEERING GROUP MEMBERS 2023:

Chair: Phill Candy

Members:

- Frances Andrews (WVI)
- Frederic Bardou (ACF)
- Shannon Fariel-Mureithi (Childfund)
- Marcial Rodriguez (MDM)
- Marek Štys (PIN)
- Oliver Sudbrink (GIZ)
- Javier Teofilo-Sanchez (MAG)
- Toby Woodbridge (Amnesty International)
- Elodie Leroy-Le Moigne (Plan International)
- Scott Ruddick, (CARE, USA)

# 10. FINANCE

## GISF BUDGET

GISF's budget is reviewed by the Steering Group on a quarterly basis, and GISSF's finances are independently audited as part of the Host organisation's annual audit. Cost effectiveness is considered in all activities, and was kept under review throughout the year. Any external contracts awarded, considered cost efficiency as one of the criteria and any significant changes in planned budgets were discussed and agreed. Wherever possible GISSF utilises the resources of members and other network members to remain cost effective.

### 2023 Income and Expenditure UK/EU (GBP)

INCOME		777,912
EXPENDITURE		725,543

### 2023 Income and Expenditure Americas (USD)

INCOME		801 608
EXPENDITURE		803 087

