

Company Registration No. 06458814 (England and Wales)
Charity Registration No. 1138101

OPERATION NOAH

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

OPERATION NOAH

COMPANY INFORMATION

Operation Noah is a Charitable Company Limited by Guarantee and a Charity Registered in England & Wales. Its primary Governing Document is the Articles of Association.

Directors	Revd Dr Darrell Hannah Mr David Miller Revd Dr Martin Poulson Mr Kevin Shang (until September 2024) Mr Cameron Conant Ms Rachie Elizabeth Ross (until September 2025) Ms Shilpita Mathews Ms Stephanie Lake Revd Dr Hannah Malcolm Mr Michael Oliver Ms Lisa (Rebecca) Warren Mrs Sarah Komashko (from March 2024 to October 2025) Mrs Rebecca MacDonald (from March 2024) Mr John Evans (from September 2024) Mr Matthew King (from April 2025)
Secretary	Mr David Miller
Company number	06458814
Charity number	1138101
Registered office	Romero House 55 Westminster Bridge Road London SE1 7JB
Independent Examiner	Mr Malcolm W Rogers CEng, FBCS, FIC, ACIE
Bankers	The Co-operative Bank

OPERATION NOAH

A Company limited by guarantee

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The Directors, who are also the trustees of the Charity, present their report and financial statements for the year ended 31 December 2024.

Objects of the Company

The object of the Charity is to promote the conservation, protection and improvement of the physical and natural environment particularly with regards to climate change and global warming, in accordance with Christian principles.

Public benefit

In planning activities for the year, the board of Directors confirm that they have given due regard to the Charity Commission's legislative and regularity requirements to comply with Section 17 of the Charities Act 2011. This report outlines how our achievements during the year have benefited the public.

Summary of Financial Position for the Year and at 31st December 2024

The Charity's income in 2024 was £228,889 (£157,316 in 2023), and the expenditure was £200,966 (£174,201 in 2023), giving a 2024 surplus of £27,933 (£16,885 deficit in 2023).

Summary of SOFA for 2024 (2023)

	Unrestricted Funds	Total Restricted Funds	Total 2024	Total 2023
	£	£	£	£
INCOME				
Donations	35,083		35,083	15,288
Gift Aid, claimed directly plus amount passed on by Stewardship	3,098		3,098	2,135
Grants		184,643	184,643	136,112
Primary-purpose Trading	471		471	1,124
Conference ticket sales				1,047
Interest	1,131	4,473	5,604	1,610
Other income				
Total Receipts	39,783	189,116	228,899	157,316
EXPENDITURE				
Charitable Activities	7,301	142,588	149,890	143,248
Cost of Raising Funds	394	19,381	19,775	938
Governance Costs	1,855		1,855	1,381
Other Support Costs	12,049	17,397	29,446	28,634
Total Expenditure	21,600	179,366	200,966	174,201
Surplus/(Deficit)	18,183	9,750	27,933	(16,885)

Assets and Liabilities

The Charity's net assets increased by £52,933 during financial year 2024, thus:

Current Assets	2024	2023
Cash at Bank and in hand	107,555	193,587
Debtors	3,019	1,592
Creditors	(31,041)	(143,579)
Total assets less current liabilities	79,533	51,600

The Creditors at the end of 2024 include the sum of £25,000 deferred income. This was grant income received in the second half of 2024, but not spent in that year due to under-budget spending on staff costs caused by the time taken to fill vacancies.

The Restricted and Unrestricted funds increased by a total of £52,933. All fund balances were positive as at 31st December 2024.

	Closing Balance 31-12-23	Income	Expenditure	Surplus/ (Deficit)	Closing Balance 31-12-24
Total Restricted Funds	21,568	189,116	179,366	9,750	31,318
Unrestricted Funds	30,032	39,783	21,600	18,183	48,215
Grand Total	51,600	228,899	200,966	27,933	79,533

Reserves

The aim of the charity's Reserves Policy is to safeguard the charity's activities in the event of a sudden drop in income and to provide the means to fund new opportunities that may arise, where grant funding may not be available on the timescale required.

Unrestricted Funds increased substantially during 2024, to £48k, as the charity marked 20 years of existence with a celebratory service in November and a fundraising appeal which generated £13k, with donations coming mostly from individual supporters, but also a few from churches and one large donation from a Catholic Order. Trustees agreed to create a Designated Projects Fund for these donations, to help finance the existing Bright Now project in the event of insufficient grants materialising in 2025, and also to support initial work on new projects being planned.

After three years of significant grant funding from a single source for the years 2022-2024, a professional fundraiser was recruited to source funds from multiple grant providers to cover Restricted fund expenditure for 2025. Trustees agreed that because the Bright Now project annual costs are nearly 10 times the core costs of running the charity, it is prudent to hold unrestricted reserves which cover well over a year's core expenditure. The next edition of the Reserves Policy will be re-worded to reflect this.

All fund balances were positive at the end of 2024 and the trustees are confident that the charity remains a going concern, with grants promised by the end of 2024 to cover approx. 90% of 2025 budgeted expenditure.

Governance

The charity continues to operate according to the Governing Document adopted in 2020. Minor amendments to those articles, to remove sexist wording, were agreed in 2023.

Each of the charity's policies is now assigned to a trustee, or group of trustees, and all are reviewed annually at the spring meeting.

In 2024 this included some extra HR policies, written by a new trustee, Sarah Komashko, who has extensive HR experience and expertise, and a staff handbook has also been produced. Furthermore, all the staff contracts and service agreements with contractors have been revised in line with current legislation and requirements.

Risk assessment

A small group of trustees is now responsible for updating the risk register.

A particular focus in 2024 has been the subject of cyber-security. Following advice from an external consultant, further steps have been taken during the year to increase our level of digital security.

Chair's Report – 2024

2024 has been a year of celebration for Operation Noah—celebration of past and recent successes in our 20th anniversary year. However, we also used these successes and celebrations as a springboard for future work. The year saw our Bright Now divestment campaign more or less wound up, as well as the expansion of our land use and investment campaigns. The campaign team has remained at the same strength of three full-time employees and one part time, although there has been one change in personnel (see below). The board continues to meet via Zoom for most of our meetings, but twice a year in person with others joining via Zoom (i.e., a hybrid meeting). The staff continue to work both remotely and in the office in Romero House.

In **February**, the General Synod of the Church of England adopted a motion on Land and Nature, which raised the profile of biodiversity within the Church. We had worked with others, behind the scenes, to support this motion as it progressed to General Synod.

Also in February, and overlapping with the General Synod, Operation Noah participated in a 10-day prayer vigil outside the Houses of Parliament. In this prayer vigil, entitled “No Faith in Fossil Fuels,” we partnered with, among others, Christian Aid, CAFOD, Tearfund and Christian Climate Action. While this action was mainly centred at Parliament, we also prayed outside of oil company headquarters, Church House, and Lambeth Palace.

March and April saw the launch of the Big Bank Switch campaign, in which Operation Noah partnered with two other organisations, JustLove and the JustMoney Movement, in asking Christians to move from high street banks, who finance oil and gas exploration and development projects, to an ethical UK bank, which doesn't. A critical part of the campaign was Switch It Sunday (21st April). We encouraged churches to hold services on this Sunday in which their members could be introduced to the campaign and helped to make the switch.

In **May** the Sheila McKechnie Foundation granted Operation Noah its prestigious ‘Campaign of the Year’ award at their annual award ceremony. This award recognised the success of our Bright Now campaign in convincing UK denominations to take their money out of fossil fuel companies. As we reported last year, with the divestment of the National Investing Bodies of the Church of England in the summer of 2023, every major Christian denomination in the UK has publicly ceased to invest in fossil fuels, except the Roman Catholic Church in England and Wales. We are grateful to individual Christians and Christian organisations across the UK who have supported our call on the Churches to divest and have added their voices to ours.

To encourage Churches to invest in climate solutions—an obvious next step after divesting—in **June** we launched our Green Investment Declaration. This declaration both encourages positive Church investments as well as encourages Church leaders to speak up about the need for more private and public finance in this area.

In **June**, we also welcomed David Britton to our campaign team, as Campaign Officer. Julia Corcoran, our then Campaign Manager, had left ON in March and Sharon Hall had been promoted to the Campaign Manager position. Under the overall leadership of Clare Fussell, our Campaign Director, and with Sharon and Bokani Tshidzu, David has contributed much to our work since his arrival. In addition to their other work, the team helped to organise events around our 20th Anniversary celebrations. These included a drive to encourage churches and individuals to plant trees (we offered advice on the best varieties and species). We also initiated a 20th Anniversary Appeal which raised nearly £14,000, including a large donation from the Sisters of St Joseph of Peace.

This year's Greenbelt Festival, in **August**, witnessed the launch of our 'Greenopoly' game. A parody of Monopoly, Greenopoly offers a fun way to invite people to think about climate solutions and the need for green investment.

One of the Churches which took up our encouragement to mark our 20th Anniversary year by planting a tree was All Saints, Ascot. Their Harvest/Climate Sunday, in **October**, culminated with a tree planting. Their Junior Choir sang an anthem, 'Seven Generations' composed by their director, as the tree was placed in the ground and covered with soil.

Our anniversary celebrations were crowned with a special service at St John's Waterloo in **November**. It was a joyful and inspiring event attended by over 150 supporters, former staff and trustees, with Dr Rowan Williams delivering the address. The event concluded with Operation Noah co-founders Ruth Jarman and Paul Bodenham cutting the anniversary cake. The service included wonderful music, Dr Williams' stirring sermon and an excellent anniversary film which covered some of most important successes of Operation Noah's 20 years. However, at the end of the service, we were reminded, by a past chair, of one of principal achievements of the charity's first decade which had been omitted from the film, *viz.*, the theological statement *Climate Change and the Purposes of God* (popularly known as the Ash Wednesday declaration).

Also in November, and coinciding with COP29, 27 Faith institutions joined our latest divestment announcement. Among others, these included the Anglican dioceses of Blackburn and Guildford, as well as—for the first time—Catholic dioceses in France. Altogether, more than 570 faith institutions from around the globe have made a fossil fuel divestment commitment over the past ten years. In the various divestment announcements for faith institutions we have helped to organise, we have been joined by the Laudato Si' Movement, Green Anglicans, GreenFaith, and the World Council of Churches.

Throughout the year, and extending into 2025, Operation Noah has continued to support other climate campaigns, including especially the push for the Climate and Nature bill, which we promoted as part of a special webinar—although strictly speaking this fell in 2025. Other climate and environmental coalitions we have supported in 2024 included the Stop Rosebank campaign and the Warm This Winter fuel poverty coalition. We believe Operation Noah has an important role to fulfil in encouraging Christians to get involved in these and similar campaigns.

Acknowledgements:

We are grateful to the Franciscan Sisters of Mary (US), Society of the Holy Child Jesus, Jesuit Fund for Social Justice, and Edith M Ellis Trust, the Sundour Trust and the Passionists for the grant funding we received from them during 2024. We also continue to be very fortunate in having regular donor supporters who give to the unrestricted funds that are needed to cover the ongoing running costs of Operation Noah.

- **Staff:** **Ruth Jarman**, a founding member of the Operation Noah board, continued to serve efficiently as Operation Noah administrator during the past year. She has ensured that our administration continues to run smoothly, that enquiries and requests for resources are responded to promptly and has chased busy trustees respond to their emails in a timely fashion. **Cameron Conant** has continued as Communications Officer. Cameron continues to do great work on social media and the newsletter. The new website which he, with a small team of trustees, designed is now up and running. We are delighted with our strong team of full and part-time campaigners: **Clare Fussell (director)**, **Sharon Hall (manager)**, **Bokani Tshidzu** and **David Britton (campaigners)**. The Bright Now Team has continued to do excellent work, as evidenced in the successes in the Chair's report.
- **Trustees:** Board members continued to offer excellent direction and many volunteered hours of work throughout 2024. **Dr Martin Poulson** continued to be responsible for oversight of the Bright Now campaign. The Treasurer, **David Miller**, has once again worked tirelessly throughout the year, reporting to each board meeting as well as producing an annual budget and our submission to the UK Charity Commission. **Dr Darrell Hannah** has remained as Chair of Trustees. **Ms Rachie Ross** stepped down as Vice-Chair for health reasons. She has also taken a sabbatical from the Board of Trustees. It is hoped that

within the new year she will be able to return to her role on the board. In 2024 we welcomed **Mrs Sarah Komashko, Mrs Rebecca MacDonald** and **Mr John Evans** to the board. They have each made valuable contributions to the board during their short time with us, especially in the areas of employment law, market realities and education (respectively). We continue to have a strong team of all ages and with a good spread of expertise and experience.

Impact Benefit Statement

In line with our charitable object to conserve, protect and improve the environment, in light of the climate crisis, we have worked this year to inspire and encourage church action to invest in land use that benefits climate and nature, as well as move funds into climate solutions and away from fossil fuels. This has the aim of providing considerable social benefit through providing moral leadership in support of an accelerated green transition, and leaving fossil fuels in the ground.

Recruitment and induction of trustees

Trustees are selected on the basis of their expertise, skills and knowledge and upon the benefits that these can bring to the Charity. New trustees are briefed on the activities of the Charity by other trustees and by the staff; their attention is drawn in particular to their legal obligations under Charity Law and the Charity Commission guidance on public benefit.

The Charity has taken advantage of the small companies' exemption in preparing the report above.

This Annual Report, and the associated Annual Accounts, were both approved at the meeting of the Trustees held on 22 September 2025; the Directors / Trustees in office at that date were:

Revd Dr Darrell Hannah	Revd Dr Martin Poulson	Mr David Miller
Ms Shilpita Mathews	Mr Cameron Conant	Mr John Evans
Ms Stephanie Lake	Revd Dr Hannah Malcolm	Ms Rachie Ross
Ms Rebecca Warren	Mr Michael Oliver	Mrs Sarah Komashko
Mrs Rebecca MacDonald	Mr Matthew King	

This report was signed on behalf of the Directors/Trustees by:

[signed on original]

Revd Dr Darrell Hannah

22 September 2025