



Finnish Red Cross



Joy, hope and trust

Annual Report 2023

Finnish Red Cross
25.5.2024

Cover photo: Finnish Red Cross members and volunteers under 29 years of age got together for the Red Cross youth meeting and Youth General Assembly in Rovaniemi 17–19 June 2023. Photo: Kaisa Sirén

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Finnish Red Cross in brief

The Finnish Red Cross (FRC) is a humanitarian assistance organisation the purpose of which is to help those in greatest need at home and abroad. It is a part of the International Red Cross and Red Crescent Movement, which provides assistance in disasters and crises in accordance with its seven Fundamental Principles. The global ability of the Red Cross and Red Crescent Movement to act is based on its neutrality and independence.

The Finnish Red Cross is one of the largest voluntary organisations in Finland. Its purpose is to protect in all circumstances life and health and to safeguard human dignity and human rights, to help the most vulnerable in order to prevent and alleviate human suffering, as well as to support and assist the country's public authorities in times of peace as well as of war and armed conflict.

The Finnish Red Cross helps people when disasters and accidents strike and trains them to be prepared for them. The organisation encourages people to look after their health and to take care of one another.

Governance

The highest decision-making power in the Finnish Red Cross belongs to the General Assembly, which convenes every third year. The next General Assembly will be held in 2026. The General Assembly elects the President as well as the Board and the Council of the Finnish Red Cross, which lead the action of the organisation.

The Finnish Red Cross is an association governed by public law, which carries out its activities throughout the country. The organisational units comprising the Finnish Red Cross are its central administration, districts and local branches. The organisational units with their institutions constitute the Finnish Red Cross. FRC's institutions – the Blood Service, Youth shelters and Kontti second-hand stores – are part of Finnish Red Cross central administration. First aid training offered by the Finnish Red Cross is centralised in Punainen Risti Ensiapu Oy, a limited company jointly owned by the Headquarters and the districts.

The Finnish Red Cross has 423 local branches, whose activities are supported by 12 regional districts. The districts, branches and Punainen Risti Ensiapu Oy prepare separate financial statements, which are not included in those of Finnish Red Cross central administration.

Finnish Red Cross volunteers work in local branches. The paid employees of the 12 district offices support the volunteers through regular contact, training and events. The reception centres run by the Finnish Red Cross operate under each district.

Finnish Red Cross voluntary activities and assistance work both in Finland and abroad are coordinated by the Headquarters. Its responsibilities include the development of FRC action, national collaboration with public authorities, national campaigns and international cooperation. The Headquarters is also in charge of Finnish Red Cross national advocacy work and promotes respect for its values in societal decision-making.

Activity forms

- Assistance activities in accidents in Finland
- First aid groups, event first aid and first aid training
- Coordination of Voluntary Rescue Service
- Versatile friend activities
- Food aid and enhancing inclusion
- Healthpoints and other health promotion
- Clubs and camps for children and young people
- Support to immigrants, reception of refugees and asylum seekers
- Prison visitor activities and visits to detainees
- Restoring family links
- International disaster response and development cooperation
- Collections, campaigns and other fundraising
- Advocacy for people in greatest need
- Training in and dissemination of international humanitarian law
- Blood Service
- Kontti second-hand stores
- Youth shelters

Finnish Red Cross in figures

33 000	volunteers and fundraisers
114 000	blood donors
68 000	members
149 000	supporters

Fundamental Principles

Humanity

The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavours – in its international and national capacity – to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.

Impartiality

The Movement makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavours to relieve suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

Neutrality

In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.

Independence

The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

Voluntary service

It is a voluntary relief movement not prompted in any manner by desire for gain.

Unity

There can be only one Red Cross or one Red Crescent Society in any one country. It must be open to all. It must carry out its humanitarian work throughout its territory.

Universality

The International Red Cross and Red Crescent Movement, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.

Annual Report for the year 2023

Introduction

The year 2023 was the final implementation year of the Strategic Plan adopted in 2020. Many goals set for the period were accomplished and the action plan was for the most part implemented as planned. Major steps were taken especially in collecting and utilising data and in making FRC's action more climate-friendly.

Reinforcing FRC's preparedness was focused on during the year. Special emphasis was put on competence. Employees of the central administration were given training in preparedness and contingency planning, and the districts in implementing the Red Cross protection mandate. Identifying vulnerabilities and considering diversity were stressed also in trainings of the Voluntary Rescue Service.

Alongside developing domestic preparedness, work continued with major international operations. Support to people suffering due to the Ukraine crisis continued. Earthquakes hit Türkiye and Syria in February and Morocco in the autumn. Violence and fighting escalated in Israel, Gaza and the West Bank in November. The Finnish Red Cross provided assistance to the most vulnerable affected by these situations either through financial support or material or personnel aid.

The best means to support volunteers' access to Red Cross activities and their retainment were studied using a volunteer barometer, which raised the recruitment and support of volunteers in key responsible positions as a focal matter. According to statistics, access of new volunteers to FRC action in general appears to be broader than before. The declining trend in the number of volunteers has halted in places and taken an upward turn. However, diversity must be increased in FRC's volunteer base and staff in order for the Red Cross to represent society's various sections as well as possible also in the future. Membership, in turn, continues to decrease. In the future, efforts must be taken to more accurately conceptualise membership and its relevance to preserve the dynamism of Red Cross action.

The General Assembly was held in 2023. The Finnish Red Cross got a new Board and Council as well as an updated Strategic Programme for the period 2024–2026. Long-term Secretary General Kristiina Kumpula retired and was succeeded by Eero Rämö, who took office in October. In addition to personnel changes, the implementation of the strategic goal to reform FRC's operational modalities to even better correspond with assistance needs was started already in 2023. This is one of the priorities identified by the Board for the current strategic period. The next General Assembly in 2026 will have the chance to decide on the direction of the reform on the basis of the Board's work. The Board has stressed the participatory nature of the process, and discussions with the districts, local branches and volunteers have already begun.

Side-by-side with transformation, maintaining a balanced economy has been emphasised in the Board's work. In 2023, the economic operating environment remained unstable but cost development in the Finnish Red Cross was in line with or better than budgeted. The positive result in investing activities supported economic development. Despite changes in the operating environment, the FRC succeeded in keeping its economy stable, thus securing the financial prerequisites for core operations.

Although many different, even major events took place during the Assembly period, FRC's core duty crystallised in its course, and important development paths were launched within volunteering, digitalisation as well as resource development. A stable ground provides a good basis for preparing necessary transformations.

Help is available locally

Red Cross is an effective channel for help

In 2023, Finnish Red Cross volunteers helped and supported with funds from the Disaster Relief Fund in 139 accidents or disruptions, of which 123 were fires. Assistance was provided to 515 people affected by the situations.

Towards the end of the year, the Red Cross supported the Finnish Border Guard in the reception of asylum seekers at the border crossing points of Vartius, Salla, Raja-Jooseppi and Niirala on the eastern border. FRC's Oulu, Lapland and Savo-Karelia districts had practised the activities with public authorities beforehand, and the assistance focused on emergency support services. Cooperation between the districts and the Headquarters was efficient and smooth. Assistance activities were supported by compiling a joint situational picture, coordination, and communications.

Districts took part in preparedness exercises of the public authorities and organised those of their own. FRC's evacuation units were utilised in some exercises, and training was given in their use in districts. The Headquarters participated in some of the regional exercises and in two evacuation exercises of the Evacuation Ready project with the Baltic countries. The number of Red Cross on-call group members grew to 4,949 persons.

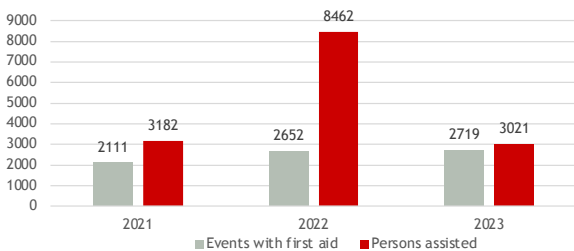
FRC's Emergency group of psychologists supported the work of the public authorities in the bridge collapse in Espoo in June. The 30-year activities of the group were presented in an anniversary seminar and a historical overview.

A model for preventive psychosocial support to support the wellbeing of people fleeing conflicts was designed in the Safe Mind project within the EU4Health programme. The project gave training to 235 persons, and 215 people in need of help participated in its events.

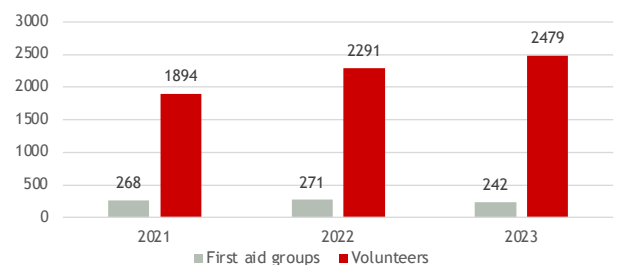
Trained first aiders provided first aid at 2,719 events. The number of event first aid orders through the new national ordering system was 327. Event first aiders' further training as well as event management and event administration training were developed during the year.

The number of people who completed first aid training through FRC-certified training programmes reached 94,629, showing an almost 15% increase from the previous year. In 2023, the training of trainers was reformed, with nearly 100 trainers trained according to the new model.

Events with first aid and persons assisted



First aid groups and volunteers in them



Red Cross and Voluntary Rescue Service volunteers assisted the authorities in responding to humanitarian needs at the border crossing points on the eastern border towards the end of the year 2023. Volunteers provided first aid to those who needed it and directed people to treatment if necessary. The arriving people were also offered food and drink.

Preparedness requires competence and collaboration

Staff preparedness was strengthened through renewed basic and further training courses in preparedness and contingency planning. Preparedness workshops were held in the Headquarters for the finance and HR units. A preparedness workshop was organised for Punainen Risti Ensiaapu, which launched preparedness planning for emergency conditions.

Training sessions focusing on what protection means in Red Cross activities and how a humanitarian service point operates as a safe space for all were held in Varsinais-Suomi, Southeastern Finland, Satakunta and Oulu districts. A humanitarian service point provides migrants assistance and information along migration routes and identifies and responds to protection needs.

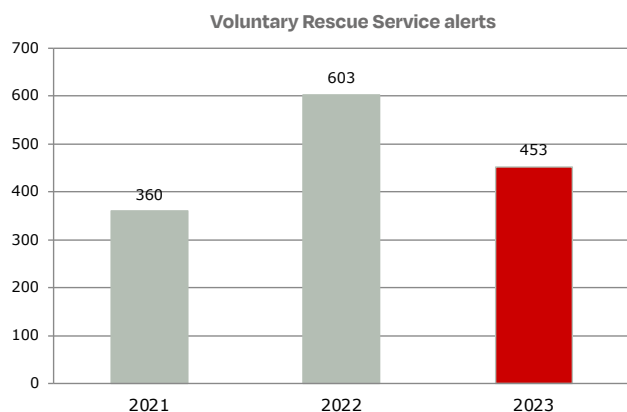
The Finnish Red Cross collaborated actively especially with the Ministry of Social Affairs and Health and Ministry of the Interior, and contributed to preparing the national risk assessment. FRC districts negotiated contracts with wellbeing services counties using the new standardised contract template. A template was also prepared for contracts with Border Guard Districts. The FRC had close cooperation with Nordic and Baltic National Red Cross Societies.

Training in international humanitarian law (IHL) was given to the Defence Forces, FRC staff and key stakeholders, such as those performing their non-military service. Districts and local branches organised basic and further courses in IHL and other humanitarian law events aimed at the general public.

Joint action of the Voluntary Rescue Service (Vapepa) network was developed on the basis of its policy and revised operating principles. Collaboration between the coordinating organisations was intensified, and the member organisations made service pledges of their form of engagement in the action of the network. In addition, efforts were made, among others, to take diversity into account in the activities of the on-call groups. Resources were built up and training worked on to enable the on-call groups to respond to diverse assistance needs and pay attention to different vulnerabilities in their helping. A project was launched to utilise the data in the OHTO alert system, and more resources were allocated to developing the system. Voluntary Rescue Service trainings were developed further. The number of on-call group members in the network increased by more than 700 persons.

The Finnish Red Cross participated in the development of the carbon footprint calculator led by the International Committee of the Red Cross (ICRC). The accounting of FRC's own CO₂ footprint was started from the Headquarters and international operations. Institutions and districts will join in 2024, and local branches in 2025–2026. Two new districts were awarded the Green Office badge. One decided to withdraw from the programme. The guideline for climate work at local branches was completed, and a climate topics page was added to FRC's volunteer website. Charging points for electric vehicles were acquired to Headquarters premises.

The Blood Service made significant changes related to environmental responsibility, including energy solutions. The move of the Blood Service main premises to Vantaa in 2022 allowed for many significant improvements, as shown in the considerable reduction of electricity, water and district heating consumption and in the amounts of waste in comparison with the year 2022.



The staff were given training in, among others, preparedness and contingency planning and humanitarian service points.

Kontti stores as links in the chain of helping and as providers of employment

The Kontti chain raises funds for the Red Cross by selling donated second-hand items. The chain aims to increase recycling and reuse of clothing and other items. Reusing items in their original purpose is the best choice for the environment. In addition, the Kontti chain carries societal responsibility by providing new employment and learning paths for persons for whom finding a job is otherwise difficult. The Kontti proceeds are fully directed to Red Cross assistance work: two thirds to aid regionally in Finland and one third to FRC's Disaster Relief Fund.

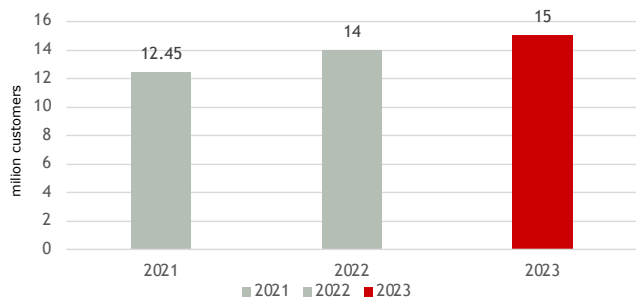
In 2023 the Kontti chain broke its sales record. The number of products sold at the stores was 4.3 million, and the chain's turnover reached 21 million euros. In addition to the growth in sales volume, the chain's brand awareness grew in line with the goals set. According to a study conducted by the Finnish Commerce Federation, the Kontti chain is the most popular second-hand store in Finland.

A modern cloud-based point-of-sale system was acquired for the stores. At the same time, the sales report system was updated, and people counters were introduced into the stores. Sound reproduction equipment was also installed in the stores to harmonise the acoustic environment. A small outlet-type store was opened in Malminkartano in Helsinki in February. The Kontti in Espoo was closed in December when the property owner terminated the rental contract to repurpose the property.

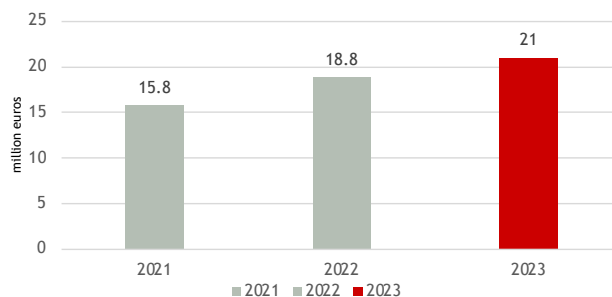
Two clothing consignments for international aid were despatched from the Kontti logistics centre in Malminkartano, to Tajikistan in February and to Mongolia in December. Together the consignments consisted of over 1,700 bales (214,178 pieces of clothing). In 2023, about 1,100 persons worked in Kontti, of whom 90% in pay subsidised employment, typically for a period of five to ten months. More than 20% of them found other placements than as unemployed jobseekers after completing their pay subsidy period. The worst risks of the changes in the new pay subsidy legislation did not materialise, and the Kontti chain was able to utilise full 100% pay subsidy in employing long-term unemployed people.

The Kontti chain reformed its recruitment process and induction guidelines to boost its operations. Line managers were coached in change leadership.

Kontti stores customers



Kontti stores turnover



The Kontti in Oulu and other stores of the chain enable the reuse of things in the best way possible for the environment: in their original purpose.



Fast and effective international assistance

Focus on climate in development cooperation and disaster preparedness

The conflict in Ukraine continued. At the same time, local conflicts in many other countries affected people's lives, and the climate crisis caused large and small-scale disasters. In development cooperation, the Finnish Red Cross continued to support preparedness for climate-induced disasters, promoting women's and girls' health, securing long-term development in crisis zones, and strengthening the action of local partners.

The main funding partner for development cooperation was Finland's Ministry for Foreign Affairs. The programme was implemented, among others, in the Horn of Africa, the Sahel region and in Asia. A programme was launched in Burkina Faso to promote services in sexual and reproductive health, which adapts flexibly to changing situations and needs. In Zimbabwe, proactive drought preparedness measures were taken by supporting livelihoods and by distributing drought-tolerant seeds. Significant funding was also allocated to Afghanistan to support healthcare and assistance activities and to secure basic services. Collaboration between the Finnish Red Cross and Finnish Meteorological Institute (FMI) continued in Eastern Africa. The collaboration promoted the utilisation of weather services in community-level early warning and preparedness. The FRC and FMI also collaborated in a UN-led project in Southeast Asia.

Another significant funding partner was the European Commission. The global programme collaboration in preparedness for disasters and epidemics and in cash assistance continued. Cash assistance was particularly significant in Somalia. Work was also continued in Eswatini and Tajikistan where also a separate health programme in the Rasht Valley continued with funds from the Nose Day foundation. Internally displaced people were assisted in Ukraine both through cash assistance and mobile health clinics. The role of FRC's Disaster Relief Fund was crucial in enabling long-term work in Ukraine. The disability inclusion project continued in Syria, and primary healthcare was supported in Yemen.

Mainstreaming disability inclusion was strengthened in several international projects and operations. A roadmap was prepared for promoting Protection, Gender and Inclusion (PGI). Trainings were organised in the partner countries and in Finland. Partners were offered technical support to promote non-discrimination.

Abubakri Bakhtiyor (left) from Tajikistan's Kaznok village runs the school's disaster preparedness team as a Red Crescent volunteer.

'We have a lot of experience of emergencies, and we know how to act when one occurs', Bakhtiyor explains. 'Together we organise preparedness exercises and teach first aid skills to school children.'

'Once I was there to help when a neighbour's cowshed caught fire. We helped the rescuers, carried water in buckets and spread out fire hoses. Eventually the fire was suppressed. We had already started the work before the fire engine arrived.'





'The Red Cross has helped my family a lot. With the cash assistance I bought maize seeds and I'm now waiting for the crop. I also just bought two goats. I appreciate Red Cross help very much,' says Adi Jaldessa from Ethiopia.

Ethiopia suffers from extreme weather phenomena exacerbated by climate change. Drought and on the other hand floods pose major challenges to the local population, which often gets its livelihood from agriculture and cattle farming.

Emergency aid was distributed to the most vulnerable people in Oromia region together with the Ethiopian Red Cross with support provided by Finland's Ministry of Foreign Affairs.

Present when help is needed fast

Earthquakes struck Türkiye and Syria in February 2023. The Finnish Red Cross dispatched material assistance and delegates to support the operations. An Emergency Response Unit (ERU) mobile clinic was delivered to Syria where it served for five months. The operation was evaluated at the end of the year.

The Horn of Africa was still impacted by severe drought, and the region continues to suffer from the worst food crisis in decades. Internal conflicts in the countries in the region, such as the conflict that broke out in Sudan in April, worsened the food security and humanitarian situation. The Finnish Red Cross supported the food security and emergency response operations with funding from its Disaster Relief Fund and Finland's Ministry for Foreign Affairs. The Ministry for Foreign Affairs also contributed to the cash assistance programme in Ethiopia's drought-affected Oromia region.

In the autumn the Finnish Red Cross sent material aid and delegates to the earthquake operation in Morocco. The FRC also participated in the work of the Swiss Red Cross ERU logistics unit. In November, violence and fighting escalated in Israel, Gaza and the West Bank. The Finnish Red Cross supported the International Committee of the Red Cross (ICRC) in emergency response with funding from the Ministry for Foreign Affairs and despatched a logistics ERU to assist the International Federation of Red Cross and Red Crescent Societies (IFRC) operation in Egypt.

The Finnish Red Cross was actively involved in the development of the Emergency Response Units (ERU). The modular structure of the health units was strengthened and the interoperability of the logistics units and training were developed. Work was done in IFRC-coordinated working groups and together with other National Societies. Development work with the ICRC was re-activated in 2023 and expanded to logistics and coordination of operations.

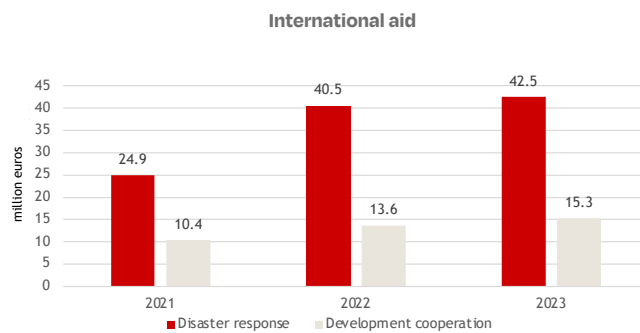
FRC's international personnel reserve had an active learning and training programme. Two trainings were organised to support operations management. Eight FRC delegates took part in the operations manager training organised in cooperation with the Swedish Red Cross and the IFRC. An ERU training was conducted at the end of 2023.

Material aid and delegates to help people in distress

Material aid was despatched to seven countries from the FRC Logistics Centre in Kalkku, Tampere. Medical supplies and generators, among others, were sent to Ukraine. Procurement for operations took place in nine countries. They included, for example, 500 MT of food to South Sudan, blankets to Tajikistan and menstrual hygiene management kits to Ethiopia. Clothing aid was delivered to Tajikistan and Mongolia. Emergency Response Units and preparedness stocks were replenished, and tenders were requested for framework agreements for medical consumables. An analysis of reformation needs in the FRC Logistics Centre was started in the spring of 2023.

In 2023, the number of Finnish Red Cross delegate contracts was 126. National Red Cross and Red Crescent Societies were supported in disaster response operations and development cooperation projects in Africa, Asia, Ukraine and the Middle East. FRC delegates also worked, among others, in the ICRC hospital in Yemen, the IFRC operation in the Mediterranean as well the health and logistics ERU operations in Syria and Morocco, and supported the Gaza–Israel emergency operation in Egypt. The number of new members joining the international personnel reserve was 65.

The FRC organised three IMPACT trainings for future delegates and one security training. Basic training as well as specialised and further health and technical training was organised to support ERU operations. Personnel reserve members gathered to meet each other at a refresher seminar. The FRC sent 20 participants to IFRC's international trainings preparing for disaster response duties.



Humanitarian aid was provided in extremely complex and dangerous circumstances in the Gaza–Israel conflict.



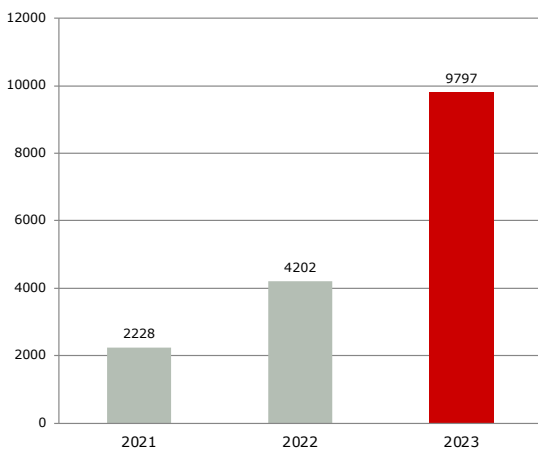
A thriving community includes all

More accessible domestic help and support

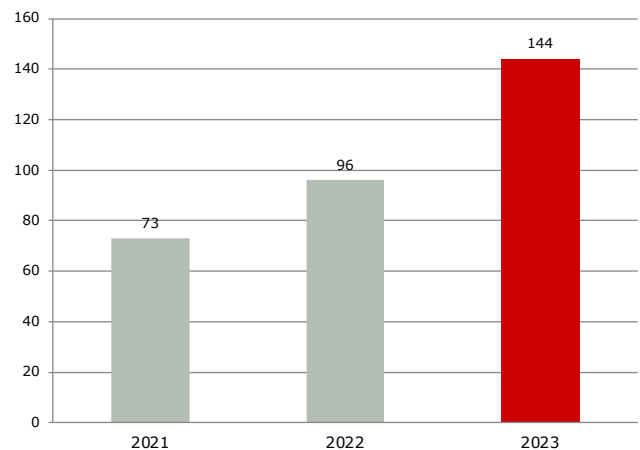
To improve Red Cross domestic assistance work, a development project was launched on helping on the web. A harmonised model for online helping will increase access to help, broaden forms of helping and increase FRC's preparedness to react to disruptions and exceptional situations. FRC's online help reached 1,100 people in need with the input of 1,090 online volunteers. The number of encounters totalled 21,759. The Sekasin collective that provides support to young people online received the advocate for rights of children award of the Finnish Committee for UNICEF.

Food aid was developed through several projects and funding. As many as 3,289 volunteers participated in the activities organised in 146 local branches. The number of people assisted with food aid was 215,927. The distribution of ESF+ payment vouchers as material aid started in nine FRC districts. Increased collaboration and new models promoting community engagement and inclusion made helping more holistic. Food aid was included in FRC's training of trainers, and a key volunteer position for food aid was established in local branches.

Visits to Healthpoints



Number of Healthpoints



First aid training to substance users lasts 1–2 hours. The training includes, among others, learning to give first aid to an unresponsive person, stopping bleeding and identifying overdoses and situations in which additional help must be called. Stock photograph.

National and regional collaboration was deepened between the actors of the food aid project managed by the Finnish Red Cross. The project organised regional meetings, did advocacy work, published surveys and established a development group for sustainable food aid and a network of food waste terminals. The food waste terminals collect all donated food and distribute it to food aid actors. Best practices and support are shared within the network to set up food waste terminals.

In health promotion activities, 3,344 volunteers encountered 21,069 people in need of help. The activities were targeted especially at the most vulnerable people, such as drug and alcohol users, undocumented migrants and people who have been sexually harassed. Health promotion topics were included in first aid and other training. Cooperation between food aid and loneliness work increased considerably in campaigns and at Healthpoints.

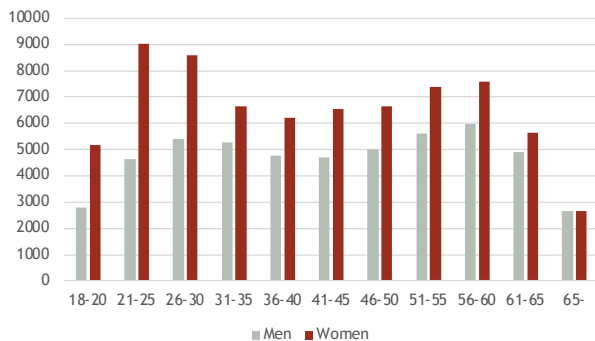
The utilisation of the HUPSIS ordering system in managing event first aid was expanded. The system now allows calling event first aiders also from other areas than one's own. This enables the party placing the order to more often complement the event first aid service with a sobering station, patrolling health promotion volunteers and a contact person for sexual harassment.

The Red Cross started first aid trainings targeted at drug and alcohol users in different parts of Finland. The need for tailored first aid training has grown at the same pace with the increase in substance-related deaths. The aim of the trainings run by volunteers is to particularly reduce overdose-related accidents and deaths.

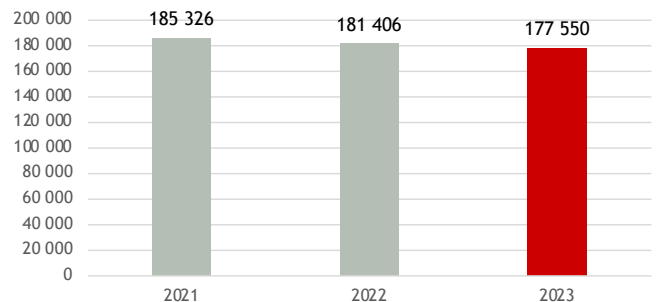
New services on Blood Service's anniversary

The year 2023 marked the Blood Service's 75th anniversary. Also during its festive year, the Blood Service was responsible for supplying the blood products needed in Finnish healthcare, and for providing tissue compatibility tests for organ transplants as well as the most demanding blood group tests.

Donors by age group



Whole blood donations



In March 2023 the Blood Service began to operate a new blood donation bus that circulates in the capital region.



During the year, many innovations that bring blood donation even closer to people and improve donor services were also introduced. The Blood Service's online service was completely redesigned, and a mobile app which allows donors to keep track of their information was launched. The app also enables the Blood Service to send emergency messages in exceptional situations. By the end of the year, as many as 35,000 blood donors had already downloaded the app.

A blood donation bus started operating in the capital region in November. The bus can also serve as an agile mobile blood donation unit in exceptional circumstances, such as during a pandemic.

In 2023 the Blood Service launched a workplace certificate scheme through which organisations can demonstrate their social responsibility by allowing employees to donate blood during working hours. Only just over 3% of all those of eligible age to donate blood in Finland are blood donors. The Blood Service especially seeks to increase the proportion of men among blood donors with targeted communications.

In 2023, altogether 114,140 separate persons registered to donate blood. The total number of donations was 179,558, of which 177,550 were whole blood donations and 2,008 thrombocyte (platelet) donations.

The Blood Service's Stem Cell Registry broke its annual record with 7,513 new members joining. The number of grafts delivered was 156, of which 106 to patients receiving a graft in Finland and 50 to patients treated in centres outside Finland.

All blood products and laboratory services needed by hospitals were supplied reliably. The digital services also functioned as planned. The Blood Service also maintained its preparedness for exceptional circumstances and actively participated in developing national comprehensive preparedness and in preparedness exercises. The Blood Service had close collaboration with public authorities and partners in preparedness and contingency planning.

In 2023, the Blood Service had an average of 529 employees, whose contributions totalled the equivalent of 442 full-time employees.

Friend activities to relieve loneliness

During the year, 29,204 persons who had requested a friend were met, with 7,152 volunteers engaged in the activities. In the final year of the Friendship skills for the young project, a Friendship skills programme was produced in Easy Language. The programme was showcased at the Educa Fair, national teacher training events and in seminars of the Right to Belong research project as well as the Annual Conference of Youth Studies. The models were incorporated as parts of friend activities of local branches.

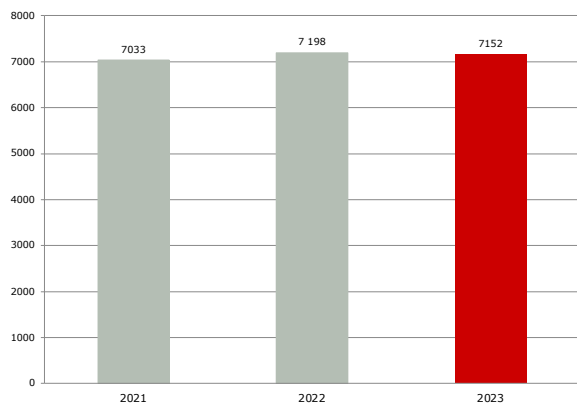
Prison visitor activities were relaunched at Helsinki prison after a break of several years. Activities will also be started at Oulu and Mikkeli prisons, which have not been served before.

Tiina Kaakkolahti (left) and Meeri Sahlman met each other through Red Cross friend contact service. The friendship has already lasted for several years.

'It's wonderful for me that I have Meeri as a friend. My life has been enriched by getting a friend with another kind of life experience,' says Kaakkolahti.



Volunteers in friend activities



The Finnish Red Cross has offered support to informal carer families already for 30 years through a programme funded by the Funding Centre for Social Welfare and Health Organisations (STEA). The year 2023 was the final year of the programme, and the activities were incorporated as parts of the versatile friend activities and health promotion. The integration succeeded well and almost all peer groups for informal carers continued their activities. In addition, new friend cafés open to all were set up.

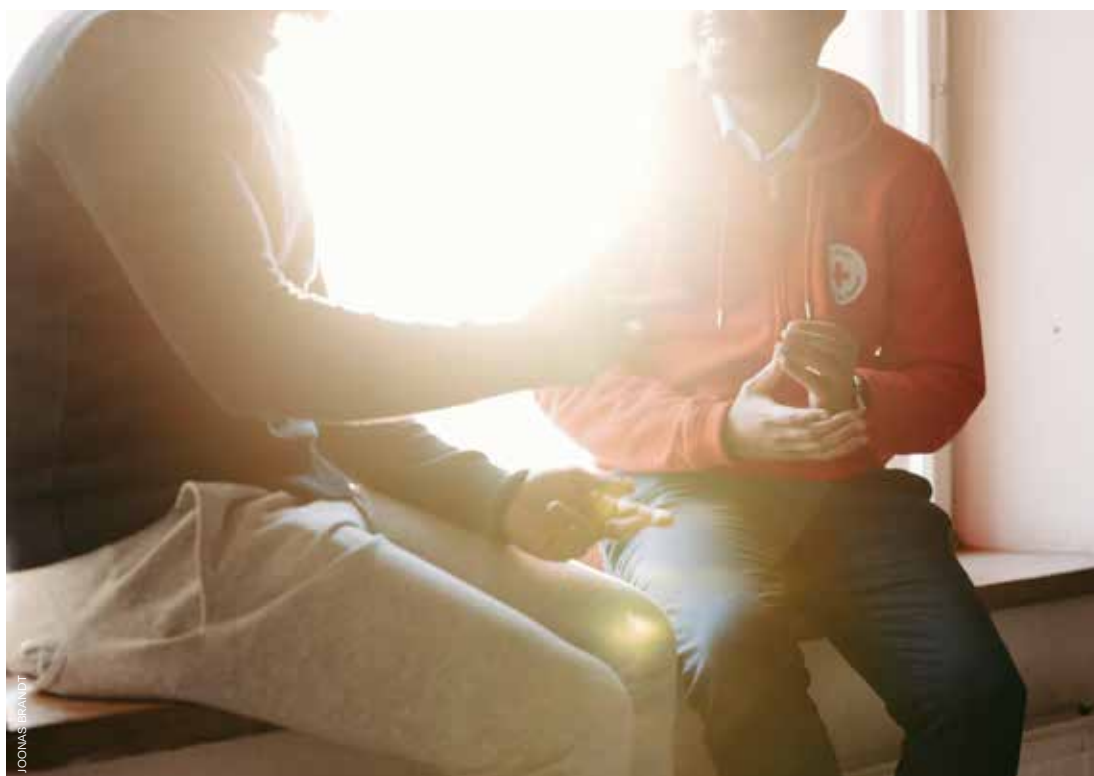
During the year, 241 volunteers organised peer support, training and recreation events to informal carers in 79 municipalities in seven districts. Altogether 1,700 informal carers and 350 persons cared for participated regularly in the activities. The number of informal carers who took part in the 59 recreation events and 45 trainings was 2,100. Networking collaboration was significant, with 113 meetings and jointly organised events and almost 1,300 participants.

The loneliness barometer published for the second time on Friendship Day established its position and strengthened the role of the Finnish Red Cross as an expert in loneliness-related work. Collaboration within the civil society organisations' (CSO) loneliness network intensified and advocacy was conducted together in connection with the parliamentary elections. An impact report of friend activities was published in December. According to the report with 437 respondents, friend activities reach people in difficult life situations, relieve loneliness and refresh the mind. Of the respondents, 72% considered friend activities very important for themselves.

Important support to people seeking protection and searching for their families

Finnish Red Cross volunteers met 1,220 arriving quota refugees at Helsinki-Vantaa Airport.

National support and advice as well as local support to undocumented migrants were continued especially at Mosaiikki Centre in Helsinki together with the Evangelical Lutheran Church in Helsinki and Blue Ribbon Foundation, and also in Oulu and Turku. The number of new undocumented migrants reached in 2023 was about 400.



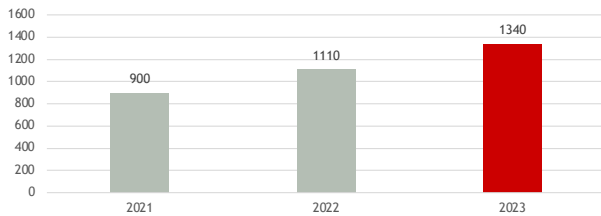
The Finnish Red Cross has been engaged in refugee work for 50 years.

The Headquarters supported the districts in the reception of people seeking international protection by giving training in Red Cross principles in reception work, in the asylum process and in support to undocumented migrants after the reception services end. In addition, the Headquarters responded to requests for support from the districts and their reception centres. Visits of psychosocial support services continued regularly at the Helsinki and Konnunsuo detention units.

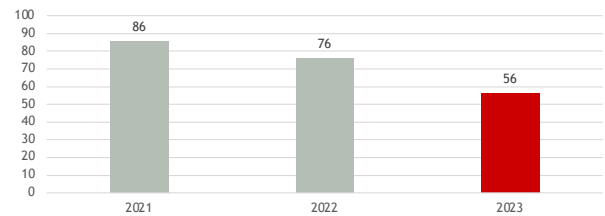
The Headquarters gave advice about family reunification to more than 80 persons and made, at the request of public authorities, the travel arrangements of 44 family members of quota refugees who had arrived in Finland earlier. Further 14 persons arrived in Finland through family reunification with Red Cross support. The number of new tracing requests started was 56, and 39 old cases were closed. Eight of the requests resulted in finding the family members. Six Red Cross messages were delivered in cooperation with the ICRC. The Integrated Online Tracing & Pre-Case system facilitating interaction with the persons assisted was taken into use.

New multi-language materials were made available for integration support volunteers, and old ones were updated. To celebrate the 50th anniversary of Finnish Red Cross refugee work, three videos were produced in which people who have moved to Finland discuss integration, racism and identities in Finnish society.

Quota refugees received by Finnish Red Cross



Tracing requests to Finnish Red Cross



More versatility in supporting young people

Young people's and families' access to help improved as fast and versatile help was also available online. The online Youth shelter offered assistance on weekdays and piloted weekend services. The Sekasin chat helped young people every day of the year, and the Digiraati panel supported young people in civil society engagement. Youth shelters' online help expanded Red Cross assistance capacities by offering local branches and districts the opportunity to direct young people and families to online help all over Finland.

The Red Cross strengthened its online support to young people through the online Youth shelter and Sekasin chat. The Digiraati panel and Youth General Assembly offered young people opportunities for civil society engagement.



KAISA SIREN

Youth shelters transitioned to partners of wellbeing services counties, which also contributed to broadening the Youth shelters' operating environment.

In 2023, young people and their closest ones sought help at the Youth shelters especially for problems in mental wellbeing, human relations and acute crises. Young people, parents and other closest people were supported through discussions in 6,435 meetings. The number of Sekasin chat discussions with the young was 37,028, of which 6,215 were conducted by Red Cross volunteers. In addition to volunteers, 94 trainees served at the shelters.

Youth shelter employees were trained to support young people and their parents who had moved to Finland from Ukraine with the Teaching Recovery Techniques method. It is a preventive group intervention of mental health work aimed at traumatised children, young people and their parents. The training and launch of the intervention in educational institutions and reception centres were implemented in collaboration with the Iitla Children's Foundation and crisis psychologists.

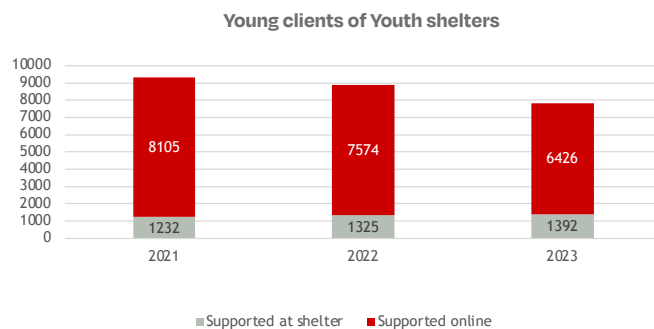
The Youth shelters put effort into work on equality on the basis of the Youth shelters' non-discrimination and equality plan prepared through a participatory process. The Youth shelters raised topics such as young people's equal rights to assistance and civic action, put effort into multi-channelled communications and participated in Helsinki Pride as an official partner.

The Hear the Voice of the Youth pamphlet in three languages contained 26 wishes of the young for decision-makers, compiled from the Digiraati discussions. Young people's influencer group prepared house rules for the Youth shelters, which include a pledge to help young people and their families without discrimination. Together with the Eteenpäin project, the influencer group further prepared a support material aimed at young people becoming independent, complemented by a guidebook on community support to a young person for becoming independent.

The Finnish Red Cross supported young volunteers' active engagement. Two national events for young people were organised during the year. The Youth General Assembly had 70 participants, and the youth preparty at the FRC General Assembly 40 under-29 volunteers interested in influencing. The young people felt that the events had supported and encouraged them in their involvement in Red Cross decision-making. A new national youth committee was also elected. Young people of Janakkala branch were awarded the Makers of the Future recognition for their active local action.

Children and young people were concerned about world crises and disasters. Reliable materials were offered to support teachers in dealing with challenging topics. Many of the free materials aimed at schools and educational institutions were reviewed in 2023, and morning assemblies gathered tens of thousands of school children around important themes. The materials on learning emotional and interaction skills were taken into active use at schools.

In addition to the newsletter marketing FRC's learning materials, they were also actively promoted in the teachers' Freed service. The Learning Materials Service had almost 40,000 individual users and about 200,000 visits. In addition, the FRC gave training to teachers and participated in seminars of teacher training institutes, the Educa Fair and many other events aimed at education professionals.



A society building trust and responsibility

Advocacy for humanity

The Finnish parliamentary elections marked Red Cross advocacy work. FRC's key election themes focused on reducing loneliness, strengthening civil society, humane immigration policy and preparedness for impacts of climate change. The themes were utilised in external communications, districts' and local branches' contacts with the candidates, as well as collectively towards the parties. Themes related to loneliness and preparedness are also clearly visible in the Government Programme. A wide range of representatives from different parties participated in the food aid election panel organised by the Red Cross.

Food aid was also brought up in the Poverty and food aid webinar at the end of the year. An impact report of friend activities was published in December, and interviews about and viewpoints on the Red Cross loneliness barometer were given throughout the year.

With the parliamentary term nearing its end, there were fewer matters in parliamentary handling requiring statements than in previous years. In 2023, the Finnish Red Cross issued 14 statements on government bills and on other requests made by the Ministries and Committees of Parliament. Two Parliament hearings were attended. Statements were issued especially on matters concerning contingency planning and civil preparedness. At the request of a working group established by the Government, the Red Cross issued a statement on promoting equality and non-discrimination in society. The statement was forwarded to the working group preparing a communication on the topic.

The Red Cross raised its profile as a climate policy actor in Finland. An advocacy communications plan was drawn for the work concerning the humanitarian impacts of climate change. Advocacy was continued after the elections in the preparations of the Government Programme as well as development and climate policies. The FRC took part in the preparations for Finland's climate negotiations and supported the International Federation's climate advocacy in the EU and UN particularly as an expert on early warning early action. More than 70 representatives of a variety of organisations participated in the high-level climate seminar organised by the Finnish Red Cross in Helsinki. A side event was organised at the Dubai Climate Change Conference in collaboration with the Finnish Meteorological Institute and Finland's Ministry for Foreign Affairs, in which actors from different parts of the world took part.

The Finnish Red Cross awarded the annual Humanitarian Gesture recognition to the mental health ambulance of the emergency care of Pirkanmaa wellbeing services county.

Secretary General of the International Federation of Red Cross and Red Crescent Societies (IFRC) Jagan Chapagain (second right) and Finnish Red Cross Secretary General Kristiina Kumpula met representatives of Finland's Ministry for Foreign Affairs and the Finnish Meteorological Institute at a Red Cross climate seminar in Helsinki.





A giant collection box reminded people about the opportunity to help in Helsinki, Turku and Tampere.

Campaigns

Red Cross activity focuses were boosted by national campaigns.

Friendship Day campaign 6–19 February 2023

The Friendship Day campaign challenged Finnish people to see loneliness and to act to reduce it. The aim was to recruit new volunteers to friend activities. As a result of the campaign, 2,200 people ordered further information about friend activities and about 450 persons participated in friend training courses. Local branches organised 255 friend events during the campaign period. The results of the loneliness barometer and friend activities gained a lot of visibility in the media.

Week against racism 20–26 March 2023

The focus of the week against racism was especially on discrimination in working life. A webinar on how to build equal working life was organised on 21 March. Local branches contributed to the campaign by organising events both online and face to face. About 90 local branches, a large number of CSOs, public authorities, companies and educational institutions as well as thousands of private persons participated in the campaign. FRC districts awarded actors that had promoted equality through their unprejudiced action.

Red Cross week 8–14 May 2023

Red Cross week was renewed by raising volunteering as the key theme for the next three years, in accordance with wishes from volunteers. In 2023, local branches were encouraged to organise a recreation day for volunteers and to contact members and people interested in becoming volunteers. Information was gathered from volunteers and districts to further develop the campaign concept.

Hunger Day 1 September–30 October 2023

The national Hunger Day box collection was organised on 28–30 September, with 373 local branches and about 9,000 voluntary box collectors participating. The campaign told about fast relief that was sent during the autumn to the devastating disasters in Morocco and Libya and to the humanitarian crisis in Afghanistan. At the same time, the relevance of volunteers in domestic sudden emergencies was highlighted. The Hunger Day yielded a total of about 2.6 million euros to the Disaster Relief Fund.

Good Christmas Spirit collection 16 November–24 December 2022

The Finnish Red Cross and the Mannerheim League for Child Welfare, together with the national broadcaster Yle, organised the Good Christmas Spirit collection for the 27th time. The campaign distributed 22,000 food gift vouchers of 70 euros to families with children and limited means in Finland. The partners of the collection were S Group food stores, Lidl and K food stores.

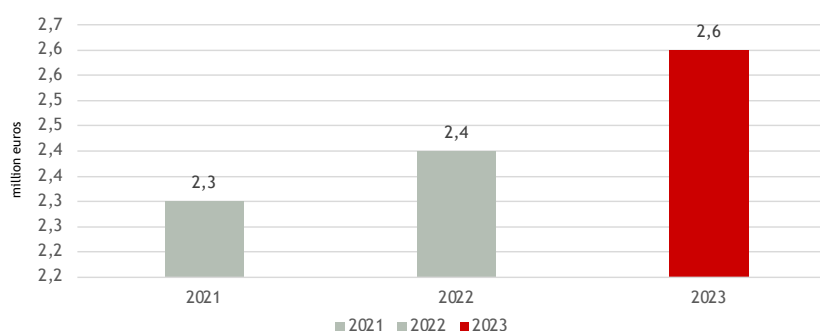
Other campaigns and theme days

In addition to the main campaigns, interested local branches were supported operationally and through communications in numerous other campaigns throughout the year:

- Pysy pystyssä campaign (Stay on your feet) 16–29 January 2023
- World Health Day 7 April 2023
- National accident day 13 January and 13 October 2023
- World Refugee Day 20 June 2023
- World Humanitarian Day 19 August 2023
- World First Aid Day 14 September 2023
- Week for Preventive Substance Abuse Work 6–12 November 2023
- Informal carers' week 20–26 November 2023
- International Volunteer Day 5 December 2023

In addition, funds were collected at Christmas for domestic assistance work and to the Disaster Relief Fund, both non-earmarked as well as earmarked for the Ukraine crisis. The highlight of the Christmas campaign was a TV concert on 23 December with frontline Finnish artists performing.

Hunger Day collection result





Significant steps forward have been taken in data utilisation. For example, the renewed volunteer barometer regularly measures how satisfied volunteers are in their duties.

Data into use to support assistance work

A Red Cross data group was established in 2023 with the task of coordinating data collection and influencing its overall development. The data group began to collect modalities and needs of data utilisation from the entire organisation. Regular data analytics clinics facilitated the development of handling and presenting data among the personnel. The clinics also solved practical challenges in collecting and sharing data.

The presentation of data collected through the Oma system was analysed from the perspective of needs of organisational development and district work. The reporting aims at describing, among others, the character of volunteer action and activity in service usage as accurately as possible.

The volunteer barometer was reformed. It is used to regularly look into and measure the satisfaction of volunteers in their duties. The information is used in developing volunteer action.

Collaboration within data collection and sharing was piloted with external actors. The data on Diak's (Diaconia University of Applied Sciences) website on poverty in Finland were applied to FRC's local branch structure. In the future, the pilot will provide more versatile information about local needs for aid and the capacities of the Red Cross to respond to them.

New, flexible means of gathering and utilising data from people receiving aid were introduced, among others, at Healthpoints, in friend activities and at Youth shelters. For example, the data collected by Youth shelters on feedback and information about aid response times is used in planning the activities and monitoring changes. Material received through feedback surveys is also used in planning assistance activities to different target groups.



Help in daily life supports quota refugees and asylum seekers in Finland in setting up their homes and learning to know their new home municipality, services and culture.

For equality and diversity

Racism became a notable discussion topic in Finland in 2023, which rapidly took anti-racism work to a new kind of an environment. Children's and young people's experiences of racism and the need to intervene in the situation came up, among others, in the observations of reception centre employees and in contacts from schools to district offices.

To prevent racism, the Red Cross enhanced its collaboration with partners and networks nationally, regionally and locally. Competence in promoting non-discrimination was increased and tools and action models were shared. The Week against racism campaign increased awareness of racism in the structures and daily situations of working life. In questions related to working life, the FRC collaborated with ministries and working life actors.

Schools were offered learning materials and a remote morning assembly, which reached about 10,000 school children. A video was produced together with the Football Association of Finland and the men's national football team for children and young people. FRC's Youth General Assembly adopted a statement aimed at increasing equality and promoting concrete action against racist and discriminating structures. FRC's anti-racism work was presented to Red Cross colleagues from 23 European countries.

FRC's HR services started updating the Headquarters equality plan. At the end of the year, a survey was conducted to deepen understanding of diversity, equality and inclusion in the Red Cross. The results will be used in preparing an equality plan in 2024.

Change goals

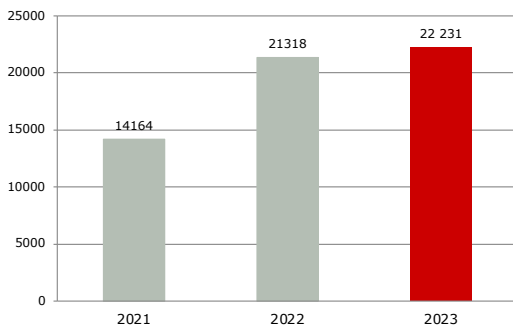
Volunteer action brings joy and gives hope

A reformed volunteer path was defined and described with support from an expert group consisting of volunteers and employees. The reformed path emphasises practices previously identified as best practices and stresses access of new volunteers especially to emerging operations. The path formulation process raised observations that were used in defining joint development goals for the entire organisation for the upcoming General Assembly period.

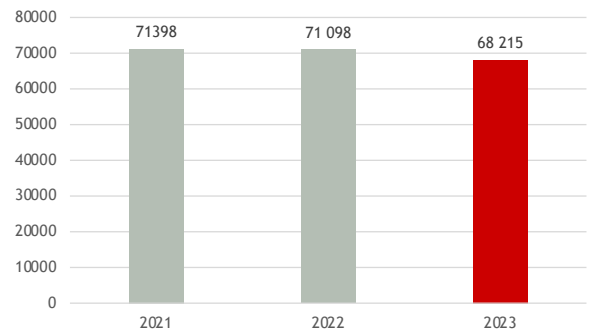
FRC's Volunteering policy was completed. The policy will be rooted in local branches in phases and will point the direction for volunteer activities.

FRC's districts were encouraged to support local branches in conducting self-assessments and making development plans, and 199 (46%) local branches completed them during the General Assembly period. Two national webinars were organised for district coaches. Their topics included interaction skills in challenging situations, induction of new coaches into branch coaching, and use of the self-assessment tool. A total of about 150 district employees participated in the webinars. National development work for branch coaching will be continued together with district experts.

Volunteers in local branches



Membership



The number of people involved in local branch activities grew in 2023.



More effort was put into utilising data collected from volunteers and local branches. A new volunteer barometer was taken into use as a part of the work. The work to define the responsibility levels of volunteer duties was continued, and particularly demanding duties were identified. The work done will in the future serve as the basis for clarifying volunteer role descriptions and for defining support processes together with districts and local branches. The reform of the membership concept was started by mapping other National Societies' concepts and by discussing the present state of membership with district managers.

The Council adopted a Code of Conduct for governance members serving in FRC's national and regional bodies, which will reinforce ethical and responsible operating culture in the organisation.

On the proposal of the Board of the Finnish Red Cross, the President of the Republic awarded 50 Gold, 69 Silver and 171 Bronze Medals of Merit to volunteers and employees. The Board further awarded 26 Badges of Merit.

Competent and thriving people ensure best help

During the year, almost 10,000 hours of training and exercises were organised for volunteers to ensure fast and effective domestic aid. About 300 volunteer trainers facilitated a wide and versatile training programme for other volunteers. Hybrid coaching for trainers was developed to ensure an adequate number of volunteer trainers. Online learning has become a regular form of FRC's training programme. Online modules are offered both as self-learning and as guided courses.

The leadership coaching targeted at volunteers and employees was organised for the third time. The Finnish Red Cross contributed to implementing and developing IFRC's Lead to Change coaching to improve learning, transformation and leadership skills. The first coachings were launched in Finland and internationally.

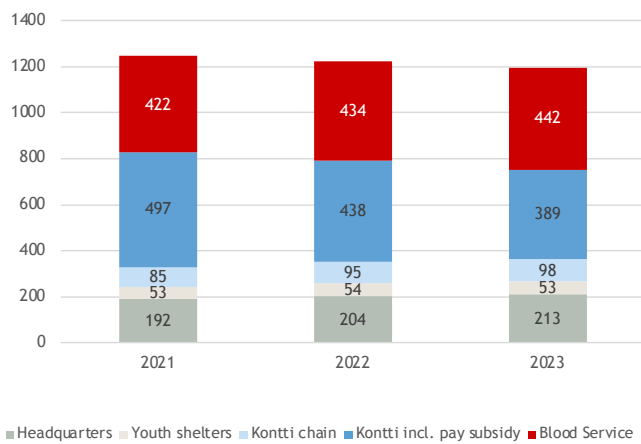
Coaching for line managers in supporting work ability was continued, and the support model for challenging work ability situations was reinforced. Line managers were coached in employment relationship matters. A model and guidebook were produced to support Red Cross line managers and employees in preventing and dealing with unfair treatment and harassment. Coaching was organised in the use of the model. The collaboration model with occupational health services was revised to better respond to needs in different regions. In addition to the staff survey, an equality survey was conducted. The results of the surveys will guide the development of work community and HR management in future years.

For HR services, the year included, among others, changes in the volume of reception activities and transferring to a five-day holiday calculation.

Trainings strengthen the capacities of volunteers to encounter people in need and help effectively. In 2023 almost 10,000 hours of training and exercises were organised for volunteers.



Central administration person years



HR processes were streamlined by introducing electronic signature for employment contracts. Civil society organisations' joint and active lobbying for the reform of the pay subsidy legislation bore fruit as the government bill was amended and a 100% pay subsidy remains possible for CSOs.

The HR intranet services were developed and a monthly newsletter for line managers was introduced.

Opportunities of new technology and digitalisation

Monitoring of the development of digital services was started with the help of the digi programme. In the upcoming Strategic Programme period, the digi programme centralises the budgeting and follow-up of investments targeted at digital services. The digi programme consists of the development of volunteers' digital services, public online platforms, employees' joint tools and utilisation of data. In 2023 the programme focused on increasing the efficiency of work modalities, reporting, data utilisation and communications.

The most important tool for engaging volunteers in the development work is the Digiforum organised twice a year. In 2023 its topics included recruitment of new volunteers in operations and online helping.

The Finnish Red Cross published a volunteer register, which significantly improves volunteer communication and mobilisation of volunteers for preparedness duties. The register allows the FRC to centrally get reliable information about volunteers and their numbers. In addition, communicating to volunteers is made easier by using the automated tool of FRC's marketing CRM, which was taken into use in the spring. During the year, 69% of the local branches started to use the Ossi tool for reporting governance members' and membership data.

In the Blood Service's digital services, a website redesign was successfully completed and a new mobile donor app was launched. Technical improvements to the server platform of the blood supply chain's ERP system were also completed.

Open communications at all organisational levels

In 2023, communications capacities of local branches, districts and the Headquarters were strengthened. The national Fundamentals in branch communications training had 12 and Communication as a helping skill 17 participants. The training on using social media in local branches was organised three times, with a total of 47 persons participating in the trainings in Finnish and Swedish.

Training of trainers and further training was organised for communications trainers. At the end of the year, the total number of trainers was 14 in seven Finnish-speaking districts and one Swedish-speaking district.

The media communications capacities of districts were supported through training and practical cooperation. Headquarters crisis communication was boosted by updating the communications preparedness plan to correspond with changes in the operating environment, such as digitalisation of work.

In Finnish Red Cross national media visibility, the emphasis was on disasters and conflicts. FRC experts gave interviews related to, among others, the natural disasters in Türkiye, Syria, Morocco and Libya as well as the Gaza–Israel conflict. According to media analysis and monitoring, Red Cross media visibility related to the Ukraine crisis remained at the same level or declined slightly from the latter half of 2022.

In sudden domestic assistance work, the Red Cross gained visibility especially with regard to the asylum seekers crossing Finland's eastern border. Interviews about the topic were given to both national and international media.

The number of national information bulletins sent out to the media was 33. The number of media hits in Finnish- and Swedish-language edited media was 8,311. The intranet, newsletters and information sessions were used for internal communication about Red Cross assistance work.

The Finnish Red Cross placed fourth in the corporate communications research. The FRC placed first in monitoring communications, reliability, comprehensibility, speed, and professionalism of the person responsible for communications. Grades in the functionality of the website and openness in social media improved. The grade in activeness towards journalists, among others, went down.

In 2023 the punainenristi.fi website had an average of more than 48,000 individual visitors per month. The individual page view rate was about 153,000 per month.

The Finnish Red Cross published almost 1,600 posts on its main national social media channels. In total, the number of organic (unpaid) impressions on Facebook, X (former Twitter), Instagram and LinkedIn was just below 6.9 million. The number of impressions was slightly over 60% less than in the year before. The decline was due to social media algorithm changes and to the Ukraine crisis increasing Red Cross visibility considerably both on social media and the website the year before.

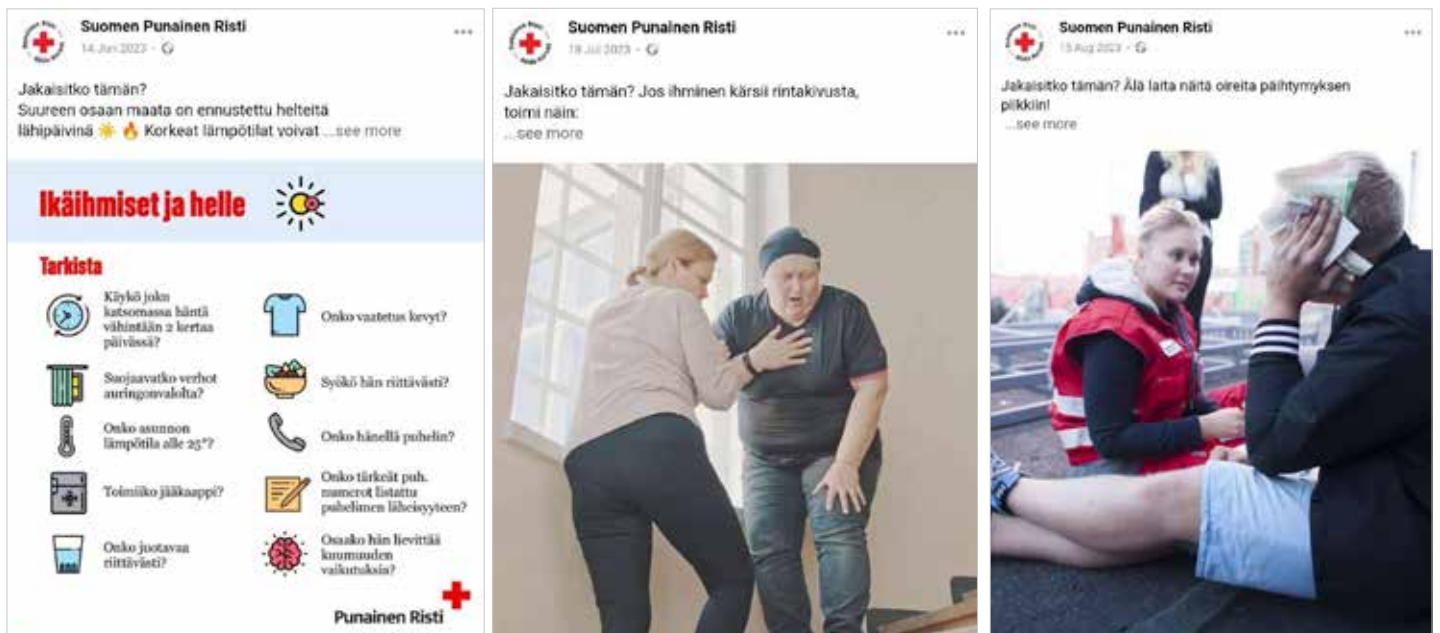
During the year, national social media posts were commented almost 5,500 times. All comments were read, and the majority were reacted or responded to.

Communication materials related to international aid were produced on Sierra Leone and Tajikistan. In addition, videos about development cooperation outcomes and the FRC Logistics Centre were produced for social media and the website. Climate change related social media content was published especially during the UN Climate Change Conference.

The Facing Disaster exhibition of the Finnish Science Centre Heureka designed as a joint effort was visited by 340,068 guests in 2023, i.e. an average of 934 guests every day. The exhibition was opened in November 2021. The visitors were given copies of FRC's Risk Zones publication with articles on the exhibition themes.

The clarification of Finnish Red Cross target image was continued on the basis of the brand book and graphic guidelines taken into use in the previous year. The campaign concepts of the Friendship Day, Hunger Day and Week against racism were renewed, and FRC's brand photo concept was developed in joint workshops. In the course of the ongoing Strategic Programme period, new materials will be produced, and the introduction of the brand image as well as communications trainings will be continued.

Guidelines on, for example, first aid and everyday safety interest Red Cross social media audiences. The photo shows especially popular Facebook posts from 2023.



Balanced economy, well-functioning administration and thriving employees

Fundraising enables helping

Many natural disasters occurred in 2023, in addition to which the Ukraine crisis continued, and new conflicts emerged. The Finnish Red Cross improved its capacities to respond as fast as possible and offer donors channels for caring. The Red Cross got new donors, who were engaged through various means. The subscriber numbers of FRC's newsletter also grew and its contents were developed.

The traditional direct mailings to Disaster Relief Fund contributors and supporters of domestic work were continued. The challenge faced in all mailings was the considerably risen material and mailing costs.

Recruitment of monthly contributors was successful and the goals were exceeded. Of the donation options offered, 50% to domestic work and 50% to the Disaster Relief Fund continued as the most popular choice. The result of donations by wills was also significant.

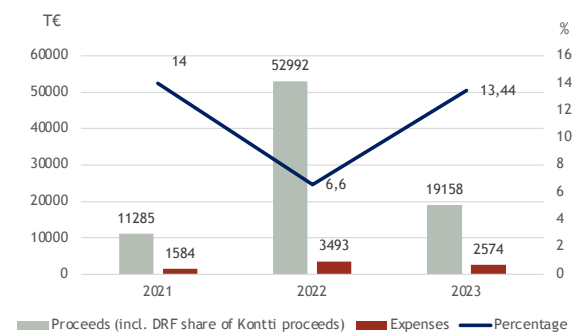
Corporate donations exceeded the average annual level, and contributions to assistance work in Ukraine were still coming in. Long-term good collaboration with corporate partners was continued. In the autumn the FRC launched a corporate survey, the results of which will be applied from 2024 onwards.

New client groups were added to FRC's new Customer Relationships Management (CRM) system, such as the volunteer register integrated in the Oma Punainen Risti, trainers' qualification register and Bumerang safety keyring register. The CRM's marketing automation tool was taken into use in the Headquarters. In terms of fundraising, especially the development of paths aiming at committing donors is of great relevance.

Reporting with the help of CRM data was expanded and boosted in analytics. The CRM data storage implemented at the end of the year will further improve CRM data. The data was already utilised in developing and streamlining processes.

Training was organised to support the development of local branches' own fundraising, the basis of which was a survey conducted among branches. In the joint development workshop for districts, skills and experiences were shared from donations by wills to membership and Christmas cards to corporate collaboration.

Disaster Relief Fund proceeds and collection expense percentage



While means of fundraising become increasingly versatile, box collectors are still important.



Balanced economy and risk management

Instability continued in the economic operating environment as in the previous year. In the difficult situation it was important for the Finnish Red Cross to be net debt free. The rapid change in interest rate levels caused problems to many organisations, and especially the property sector was hit by crisis. However, the interest rate change had a positive impact on FRC's investing activities.

FRC's financial planning succeeded in preparing for the impact of the collective labour agreement and inflation development on its cost structure. Despite uncertainties in the financial market, investment income was better than expected. Fundraising goals were also met. Despite cost-increasing factors, the cost development of the Finnish Red Cross was as budgeted or better. Despite an evolving operating environment, the FRC succeeded in maintaining economic stability, thus ensuring the financial prerequisites for core operations.

The financial statements of FRC's central administration show a surplus of 3.4 million euros for the financial period. The profit of the central administration's investment properties, 154.9 million euros, was +7.9%. The Ukraine collection raised a total of 4.7 million euros to the Disaster Relief Fund during the year. Of the funds raised and the yet unspent funds from 2022, 8.5 million euros were spent on assistance work mainly in Ukraine in 2023.

For the Headquarters, the deficit for the financial period was 0.4 million euros, excluding the profit of the Blood Service's investment property. Finnish Red Cross institutions operated within the adopted budgets or better. The Blood Service's result, including the profit of investment property, showed a surplus of 39,000 euros. The 7.3 million euro profit of the Kontti chain accumulated the Disaster Relief Fund and funded FRC's regional activities as planned. The 1.2 million euro deficit of the Youth shelters consisted of FRC's self-financing share.

The aim of risk management was to identify, assess and manage risks affecting the Finnish Red Cross. The common strategic risks for the organisation identified in the risk management process included four critical entities: changing operating environment and funding, interest and engagement of volunteers, identification of core operations, and utilisation of data and digitalisation.

The strategic risks were first and foremost controlled by ensuring that Finnish Red Cross action responds to assistance needs. The Red Cross must identify vulnerable people's needs and resources and renew its operating modalities. Overall, the declining trend in the number of volunteers has halted and turned upwards but solutions to it have not been found in all areas.

According to the volunteer survey conducted in January 2024, 58% of the people who had signed up in the Oma Punainen Risti system within the previous 12 months had been able to engage in volunteer activities. A key means identified to support volunteer activities was the recruitment and engagement of volunteers with the responsibility to guide other volunteers. The volunteer path concept designed in 2023 also supports access and commitment of these key volunteers.

Volunteers' safety was reinforced by taking into use a new tool for threatening and dangerous situations, with the help of which volunteers can report incidents they have encountered in volunteer duties. In 2023 one safety notification was received through the system and it was dealt with as per the instructions.



New means enhanced volunteers' safety. Volunteers can use a digital tool to report threatening or dangerous incidents they have encountered.



The Finnish Red Cross General Assembly in Joensuu had 767 participants.

More effective assistance work through joint efforts

All levels of the organisation were extensively involved in preparing the Strategic Programme for 2024–2026 and renewing the Volunteering policy. The General Assembly in Joensuu in June 2023 gathered 767 participants from all FRC levels.

Best practices, operating modalities and tools were shared within the organisation especially between domestic and international aid. The Fundraising line intensified cooperation with all FRC institutions in developing marketing. Joint district and Headquarters Domestic line teams continued to develop internal cooperation. Coordination of domestic project management with public funding was increased. Joint support services were enhanced by introducing branch accounting into new local branches and by harmonising asset management in investing activities. In the upcoming Strategic Programme period, further efforts will be made to facilitate the management of administrative tasks in local branches. In addition, the support services responded to suddenly grown needs in reception activities.

Youth shelters increased their cooperation with the Headquarters in developing and implementing online helping and online volunteering. The Blood Service and Kontti chain continued joint learning and innovation about volunteering together with the HQ and some districts. The Blood Service shared information on becoming a volunteer on the digital screens in its premises and encouraged donors to engage in volunteer activities especially during Red Cross week. The guidelines for local branches on assisting at blood donation events were updated.

The Red Cross acted as a frontrunner of collaboration also outside the organisation. Goal-oriented networking was continued locally and regionally as well as at national and international levels. A broad situational picture of national collaboration was compiled during the year.

The Finnish Red Cross contributed actively to strengthening cooperation and coordination within the International Red Cross and Red Crescent Movement. The FRC was involved in IFRC's strategically and thematically important groups enhancing cooperation and coordination. With the ICRC, cooperation related to the Emergency Response Units was promoted.

Research and development projects

The Headquarters launched a data utilisation project that develops work processes related to data handling and utilisation and setting information-related strategic goals.

Two health and wellbeing research projects on schools and young people's wellbeing were undertaken together with Jyväskylä, Helsinki and Turku universities. In food aid, municipality and funding mappings were conducted. A compilation of research on food aid and its recipients by different actors was also prepared, which will facilitate the utilisation of research findings in the activities. The loneliness barometer was conducted for the second time, and an impact assessment of friend activities was also completed. Under the lead of FRC's International operations and programmes line, research was conducted on natural hazards and community-level early warning systems in three countries. In Nepal, experiences of persons with disabilities of inclusion in early warning early action were collected. Headquarters experts participated in developing IFRC's advocacy work and in designing a training programme on EU-level influencing.

The accounting of FRC's carbon footprint was started using the Humanitarian Carbon Calculator tool. A work time tracking and planning feature was added to the project management system of the International operations and programmes line. A new learning programme on the priority themes of FRC's International aid policy was designed for employees performing programmatic work in international aid. The programme's implementation and e-learning platform were piloted.

The terms of employment of international aid workers were renewed at the Headquarters to meet the needs of the changing operating environment and increasingly multinational delegate staff.

The central administration's asset management practices were expanded into districts and the largest local branches. It was also ensured that the asset management practices in the Investment policy adopted by the FRC Board take external requirements of responsible investing into account. A compilation report of investing activities was taken into use.

As a part of long-term research cooperation with the ALL-YOUTH project, Youth shelters conducted research projects on the wellbeing of young people becoming independent and young people's equal opportunities for digital participation and influencing. In addition, a joint research project was undertaken on young people's low-threshold services and development needs in digital environments as well as on the Sekasin chat as a support service and a part of the service structure. Research was also conducted on supporting immigrant youth and their parents together with the Itla Children's Foundation and Turku University.

The Blood Service conducted scientific research in its strategic focus areas, namely impact of the blood supply chain, impact of new cell therapies, and compatibility of organ and tissue transplantations. In 2023, researchers at the Blood Service contributed to 32 peer-reviewed scientific publications, and one doctoral thesis on cell therapies was completed. The Blood Service spent a total of 4.35 million euros on research and product development, of which 2.06 million (47%) was covered by external funding. In addition to scientific research, R&D expenditure covers the development of cell therapy products as well as the Biobank activities.

A total of 500,000 euros was awarded from the Blood Service's research fund to 11 research projects. The grants were targeted especially at scientific research on the use of blood products and blood donation as well as at development of cell therapies.



The Blood Service's strategic focus areas in research include impact of the blood supply chain and new cell therapies as well as compatibility of organ and tissue transplantations.

According to Red Cross statistics, people interested in volunteering access the activities more broadly than before.



Assessment of future development

The Strategic Programme period 2021–2023 ended in a situation in which society's preparedness for various abnormal conditions was high on all actors' priority list. Also the Finnish Red Cross must analyse the resilience of its operations and ensure the continuity of critical functions in all circumstances, including emergency conditions and abnormal situations. At the same time, the Board will launch an organisation-wide reform of operational modalities, which will go on throughout the entire three-year strategic period. The year 2024 is marked by the need to critically review whether FRC's present action corresponds with the purpose of the Red Cross and actual needs for help, and whether operational modalities have adequate flexibility to adapt even to rapid changes in the operating environment. The general atmosphere in society becomes stricter as a consequence of the dire economic situation and citizens' polarising views. This emphasises the need of the Red Cross to uphold its principles. There is increasing discussion with public authorities regarding the Fundamental Principles, their significance and the role of the Red Cross. At the same time, collaboration with public authorities is enhanced especially in preparedness.

Climate issues become an increasingly important part of all action, and they for their part lead to reassessing established modes and forms of helping domestically and internationally.

The amount of public funding available decreases. The uncertain economic outlook for the upcoming year also results from the currently ongoing discussions about state economy and consequential impact of the decisions to be made. The Finnish Red Cross assesses that in future years meeting the economic preconditions in civil society organisations' operations will be difficult at the same time when the impact of wage settlements and inflation developments will also begin to show in the cost structure of operations to their full extent. The economic situation reduces the income available for households but, on the other hand, dire times may increase willingness to donate.

Many new volunteers are interested in the activities and, according to statistics, access to FRC's activities is broader than before. Work still remains to be done especially in increasing diversity in FRC's volunteer base in order for the Red Cross to represent the various parts of society as well as possible also in the future.

The insecure economic situation and current changes in the public funding structures will also be reflected on FRC's institutions, particularly the Kontti chain and Youth shelters. In addition, the Finnish Immigration Service's decision to reduce reception capacity and to put out to tender the remaining directly awarded reception services will require financial and operational adjusting in FRC districts from the year 2025 onwards at the latest.

Despite factors of insecurity, FRC's stable economic position will secure the funding of core operations in the medium term. However, maintaining balanced finances in the evolving operating environment in the coming years will require changes both in operational modalities and in improving cost-efficiency in the Finnish Red Cross. To ensure continuity, innovation is needed in managing, networking collaboration and fundraising alike.

Public funding 2023

Finnish Red Cross domestic and international operations are co-funded by public funds. Significant strategic partners include, among others, the Ministry for Foreign Affairs of Finland and STEA. A grant covering several years is presented in the calculation as per the Finnish Red Cross budget allocation plan.

	2023	2022
Funding Centre for Social Welfare and Health Organisations (STEA)		
Voluntary Rescue Service	707 000 €	707 000 €
Health promotion programme	279 500 €	310 000 €
Support activities for informal carers	373 000 €	527 324 €
Finnish Red Cross Youth shelter activities (Helsinki, Vantaa, Espoo, Tampere, Turku)	1 085 700 €	1 034 000 €
Immigration programme	370 844 €	364 444 €
Undocumented migrants and the Red Cross	235 000 €	235 000 €
Domestic and leisure time accident prevention	105 000 €	100 000 €
Friendship skills (2020–2022)	0 €	271 882 €
General grant	364 000 €	364 000 €
Multi-language COVID (2021–2022)	0 €	176 186 €
Food and inclusion (2022–2024) share 2023	540 000 €	480 000 €
Total STEA	4 060 044 €	4 569 836 €
Five wellbeing services counties (Helsinki, West Uusimaa, Vantaa and Kerava, Pirkanmaa, Southwest Finland)		
Youth shelters	1 152 947 €	1 140 000 €
Five cities (Helsinki, Pori, Joensuu, Kuopio, Lappeenranta)		
Employment promoting activities and rehabilitative work / Kontti chain	119 113 €	107 000 €
Finnish Immigration Service		
Support services related to the reception of refugees, persons seeking international protection and persons receiving temporary protection	562 418 €	1 196 850 €
Ministry of Social Affairs and Health		
National CSO coordination of food aid (9/2021–3/2024)	200 000 €	160 000 €
Food and help for all (9/2021–12/2023)	75 289 €	693 000 €
Total Ministry of Social Affairs and Health	275 289 €	853 000 €
Ministry of Education and Culture		
Youth activities	110 000 €	110 000 €
Promoting youth inclusion in society (4/2022–3/2024)	99 000 €	100 030 €
Total Ministry of Education and Culture	209 000 €	210 030 €
Sivis Study Centre		
Training	194 931 €	157 515 €

Ministry of Economic Affairs and Employment		
Support to integration	92 881 €	153 375 €
Employment policy grants	269 710 €	450 018 €
Community-based integration pilot project (2023–2025)	84 882 €	0 €
Total Ministry of Economic Affairs and Employment	447 473 €	603 393 €
Ministry for Foreign Affairs		
International humanitarian law	65 000 €	70 000 €
International operations and programmes	33 900 000 €	24 730 000 €
Total Ministry for Foreign Affairs	33 965 000 €	24 800 000 €
European Union		
ESF Forward. Support to becoming independent by digital means in growth centres (3/2021–8/2023)	158 070 €	363 909 €
ESF Material aid and inclusion (6/2023–12/2024)	824 430 €	0 €
Community-based integration pilot (2023–2025) share 2023	246 609 €	0 €
Safe Mind IFRC (1/2023–5/2025) share 2023	120 402 €	0 €
Total European Union	1 349 511 €	363 909 €
MIELI Mental Health Finland		
Online helping of the young / Sekasin chat (STEA)	114 000 €	112 000 €
ECHO, Directorate-General of the European Commission for European Civil Protection and Humanitarian Aid Operations		
International operations and programmes (in 2023 through IFRC)	4 193 334 €	4 885 704 €
International operations and programmes	2 200 000 €	0 €
Baltic Evacuation Ready	0 €	148 014 €
Total ECHO, Directorate-General for European Civil Protection and Humanitarian Aid Operations	6 393 334 €	5 033 718 €
Total public funding	48 843 060 €	39 147 251 €

Use of restricted and self-financing funds

1. Antti Ahlström Fund

Purpose of the fund: To assist at discretion the sick and those who need help

Use in 2023

Coordination of health promotion

Self-financing share of the STEA-funded health promotion programme. Implementing the health promotion programme. 20 124,70 €

Healthpoint activities

Development of Healthpoint monitoring information, concept design and quality. Materials, trainings of volunteers and supplies for collection of digital monitoring data, personnel costs. 70 430,55 €

Accidents

Self-financing share of the STEA grant targeted at reducing domestic and leisure accidents. Prevention of home and leisure accidents as well as work and traffic accidents by sharing information on accident prevention. 13 572,00 €

Support activities for informal carers

Self-financing share of the STEA grant targeted at support activities for informal carer families. Supporting informal carer families through volunteer activities in seven districts. 9 667,00 €

FRC First aid group activities

First aid group activities 106 081,50 €

Fund total

219 875,75 €

2. Olga and Jalmari Välimaa Fund

Purpose of the fund: elderly people and friend activities

Use in 2023

Prison activities

Development project of prison activities, expansion and development of activities and development of community-based activities in Finland. Personnel costs. 18 345,00 €

Development of friend activities

Development of electronic friend service system and supporting friend service organisers. 12 472,72 €

Coordination of friend activities

Development of friend services nationwide, training and support to new volunteers, and strengthening expertise in loneliness work. 20 784,60 €

Friendship skills

Self-financing share of the STEA-funded programme promoting friendship skills. Spreading and supporting the programme aimed at strengthening lonely young people's social and interaction skills nationwide. 5 014,00 €

Fund total

56 616,32 €

3. General Mannerheim and Baron von Troil Fund

Purpose of the fund: Finnish Red Cross wartime and peacetime action

Use in 2023

Domestic preparedness activities

Planning of comprehensive preparedness	14 789,97 €
Preparedness planning	57 868,99 €
Fund total	72 658,96 €

4. Minna Emilia Frisk Fund

Purpose of the fund: To assist the war blind

Use in 2023

Grants to two persons: housing and rehabilitation grant	18 000,00 €
Fund total	18 000,00 €

5. Jaakko Bascharoff Fund

Purpose of the fund: To strengthen the care of people with cleft lip and cleft palate as well as with speech defects

Use in 2023

Grants to two persons: training-related travel grant	2 301,49 €
Fund total	2 301,49 €

Total all funds **369 452,52 €**

Financial statements 2023

Finnish Red Cross Central administration

BALANCE SHEET A S S E T S	1.1.-31.12.2023		1.1.-31.12.2022	
NON-CURRENT ASSETS				
Intangible assets				
Intangible rights		7 786 727,28		8 525 246,25
Tangible assets				
Land	84 093,96		84 093,96	
Buildings	2 577 865,34		1 867 934,94	
Machinery and equipment	3 565 205,40		4 194 560,00	
Advance payments and other incomplete procuring	949 108,42	7 176 273,12	1 084 360,97	7 230 949,87
Securities		2 063,16		2 063,16
Investments				
Land	49 615,28		49 615,28	
Participating interests	2 500,00		2 500,00	
Other shares and similar rights of ownership	124 785 135,84	124 837 251,12	114 273 021,69	114 325 136,97
SELF-FINANCING FUNDS				
Securities	2 212 445,41		1 985 110,11	
Bank receivables	3 125,25	2 215 570,66	206,15	1 985 316,26
CURRENT ASSETS				
Inventories				
Goods		9 762 113,10		9 890 326,70
Debtors				
Long-term				
Other debtors		1 160 217,72		1 586 369,63
Short-term				
Trade debtors internal	488 628,17		374 016,92	
Trade debtors external	7 340 631,85		6 271 708,47	
Other debtors	9 889 728,17		8 246 680,98	
Prepayments and accrued income	3 269 847,90	20 988 836,09	4 607 163,69	19 499 570,06
Cash in hand and at bank		43 273 485,61		37 569 271,41
TOTAL ASSETS		217 202 537,86		200 614 250,31

EQUITY AND RESERVES	1.1.-31.12.2023		1.1.-31.12.2022	
CAPITAL AND RESERVES				
Restricted funds				
Self-financing funds	2 215 570,66		1 985 316,22	
Restricted funds	2 497 732,27		2 676 915,78	
Disaster Relief Fund	46 592 223,59	51 305 526,52	46 223 828,63	50 886 060,63
Other funds				
Blood Service research fund	21 974 848,57		22 472 097,43	
Joint operations fund	11 425 238,26	33 400 086,83	8 925 314,51	31 397 411,94
Retained earnings	72 204 206,70		92 485 579,90	
Deficit/surplus for the financial period	3 388 166,65	75 592 373,35	-18 252 156,75	74 233 423,15
LIABILITIES				
Long-term				
Loans from credit institutions		1 543 719,84		2 068 605,71
Blood Service long-term debt		151 562,00		26 000,00
Short-term				
Loans from credit institutions	524 319,72		522 052,89	
Loan from organisational bank	2 009 344,66		1 842 705,20	
Advances received	11 852 343,28		7 437 874,92	
Trade creditors to FRC districts	453 631,78		855 290,27	
Trade creditors	9 552 217,93		10 201 509,43	
Other creditors	15 135 766,59		7 812 892,37	
Accruals and deferred income	15 681 645,36	55 209 269,32	13 330 423,80	42 002 748,88
TOTAL EQUITY AND RESERVES		<u>217 202 537,86</u>		<u>200 614 250,31</u>

**Finnish Red Cross
Central administration**

INCOME STATEMENT

	1.1.-31.12.2023	1.1.-31.12.2022
Ordinary operations		
Income	132 323 090,54	113 985 075,94
Expenses		
Personnel costs	-50 954 474,61	-48 684 220,24
Depreciation and amortisation	-3 875 296,39	-3 044 824,63
Other expenses	-105 325 419,89	-103 699 241,91
Defrayed from Disaster Relief Fund	18 830 857,76	29 046 994,11
Deficit of ordinary operations	-9 001 242,59	-12 396 216,73
Fundraising		
Donations, Disaster Relief Fund	19 324 844,17	50 902 701,62
Membership fees	278 009,81	284 781,00
Other income	9 046 342,51	11 022 651,52
Collection expenses, Disaster Relief Fund	-1 653 786,51	-2 767 782,53
Personnel expenses	-2 688 975,41	-2 219 856,35
Other expenses	-4 295 499,72	-3 947 675,57
Surplus of fundraising	20 010 934,85	53 274 819,69
Investments and financial activities		
Income	13 066 225,54	2 922 977,89
Expenses	-1 801 427,50	-13 627 444,83
Surplus/deficit of investments and financial activities	11 264 798,04	-10 704 466,94
Subsidies		
	364 000,00	364 000,00
Result for the financial period	22 638 490,30	30 538 136,02
Fund transfers		
Disaster Relief Fund	-19 199 252,72	-49 600 799,83
Self-financing and restricted funds	-51 070,93	810 507,06
Deficit/surplus for the financial period	3 388 166,65	-18 252 156,75

CASH FLOW STATEMENT

	2023	2022
Cash flow from operating activities		
Cash flow from ordinary operations		
Income of ordinary operations	132 323 090,54	113 985 075,94
Expenses of ordinary operations	-160 155 190,89	-155 428 286,78
Change in short-term interest-free receivables	-1 176 507,97	-6 670 213,30
Change in long-term receivables	426 151,91	217 959,91
Change in short-term interest-free liabilities	7 710 326,66	6 159 175,12
Depreciation and amortisation	3 875 296,39	3 044 824,63
Change in inventories	195 234,00	-67 838,22
Other adjustments	-1 957 524,21	2 314 254,88
Subsidies	364 000,00	364 000,00
Net operating cash flow	-18 395 123,57	-36 081 047,82
Cash flow from fundraising		
Income of fundraising	28 649 196,49	62 210 134,14
Expenses of fundraising	-8 638 261,64	-8 935 314,45
Change in short-term interest-free receivables	70,00	1 252,77
Change in short-term interest-free liabilities	-308 586,06	1 044 471,49
Change in inventories	-67 020,40	-163 043,11
Net fundraising cash flow	19 635 398,39	54 157 500,84
Cash flow from investing		
Investing in fixed assets		
Acquisition of fixed assets	-3 032 753,57	-6 443 077,02
Sales of fixed assets	8 000,00	0,00
Investing in investments		
Interest, dividend and other investment income	13 059 153,94	2 922 977,89
Investment expenses	-4 838 320,54	-8 314 989,80
Change in short-term interest-free receivables	-4 242,00	-13 825,00
Investment purchases	-59 170 628,39	-89 722 418,87
Investment sales	51 467 143,58	95 117 053,79
Net investing cash flow	-2 511 646,98	-6 454 279,01
Cash flow from financing		
Loan instalment	-229 034,46	-276 530,62
Organisational account	7 207 539,92	-212 242,07
Net financing cash flow	6 978 505,46	-488 772,69
Net cash flow	5 707 133,30	11 133 401,32
Cash and cash equivalents 1 January	37 569 477,56	26 436 076,24
Change in cash and cash equivalents	5 707 133,30	11 133 401,32
Cash and cash equivalents 31 December	43 276 610,86	37 569 477,56

Action of Finnish Red Cross governing bodies in 2023

Council

Convened twice to take decisions on statutory matters, such as Financial Statements, discharge from liability and amount of membership fee, and also discussed, among others, updating FRC's Statutes and the Strategic Programme. The Council adopted the final Code of Conduct for members of governing bodies.

Until General Assembly 11 June 2023:

Chairperson	Kari Otto
Deputy Chairperson	Kuntze Päivi
Members	Blomberg Anders Hämäläinen Taina Ihalainen Harri Karine Eija Kinnari Leila Kojo Katariina Kuokkanen Hannu Lehikoinen Emmi Leiwo Kaisa Lindholm Max Lindman Gun Losoi Anne Nahkiaisaja Riitta Piri Pekka Pulkkinen Olli Raatikainen Petri Raita Petri Rantala Karoliina Saloniemi Pia Sjöberg Barbro Särkimäki Lasse Turkulainen Juha Wallenius Satu
Representatives of Ministries	Kohvakka Kimmo Palojärvi Jaana Saarela Anu Siitonen Simo Suurpää Johanna Taarna Varpu Tervo Sini

From General Assembly 11 June 2023:

Chairperson	Kari Otto
Deputy Chairperson	Viilomaa Päivi
Members	Audas-Willman Ann-Mari Blomberg Anders Dufva Sinituuli Hämäläinen Taina Ihalainen Harri Katavisto Nanna Koivisto Harri Kuusela Katja Kuusisto Raisa Laaksonen Jeanette Lehmus Arto Myyryläinen Riina Penttilä Roosa Pihlajamaa Marju Raita Petri Saloniemi Pia Sandell Birger Christian Tenhunen Tarja Eila Toiva Ari Tuomainen Marja-Liisa Turkulainen Juha Uljas Raija Vehviläinen Hanna
Representatives of Ministries	Immonen-Seuguenot Piia Kohvakka Kimmo Lehto Marja Ruohola Juha-Petri Tervo Sini Wilhelmsson Niklas

Board

Convened ten times with 189 agenda items, including regular items such as the finances, action plan and report, progress reports on the implementation of the main goals of the Strategic Programme, reports of directors of institutions and committees, acceptance of new members, and reception activities. Before the General Assembly the Board also discussed the update of FRC's Statutes and preparations of the new Strategic Programme, and appointed a new Secretary General for the FRC.

Until General Assembly 11 June 2023:

Chairperson	Aaltonen Elli
Deputy Chairperson	Audas-Willman Ann-Mari Musta Laura Virta Harri
Members	Forsblom Outi Jokiranta Harri Kuusela Katja Pihlajamaa Marju Rasinkangas Jarno Rissanen Ruut

From General Assembly 11 June 2023:

Chairperson	Aaltonen Elli
Deputy Chairperson	Lindholm Max Sundqvist Dan Ylineva Riitta

Members	Jokiranta Harri Jolma-Taylor Maiju Piri Pekka Rissanen Ruut Sjösten Marju Tolonen Osmo
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Board of the Kontti Second-hand Stores

Convened five times with 56 agenda items.

Chairperson	Pihlajamaa Marju
Members	Aulin Liina Freese Olli Kumpula Kristiina (30.9.2023 saakka) Rämö Eero (1.10.2023 lähtien) Sjöblom Annalena Solehmainen Sirpa

Board of the Youth Shelters

Convened twice with 20 agenda items.

Chairperson	Rissanen Ruut
Deputy Chairperson	Kuusela Katja
Members	Hagert Leif Hintsa Tero Honkatukia Päivi Kumpula Kristiina Luhtasela Leena Salonen Aino

Directorate of the Blood Service

Convened eight times with 95 agenda items.

Until 31 October 2023:

Chairperson	Aarnisalo Piia
Deputy Chairperson	Jokiranta Harri
Members	Laaksonen Maija Martikainen Tarmo Ruohola Juha-Petri (9.6.2023 alkaen) Rämö Eero

From 1 November 2023:

Chairperson	Aarnisalo Piia
Deputy Chairperson	Rissanen Ruut

Members
Maksimainen Anna
Martikainen Tarmo
Ruohola Juha-Petri
Viitanen Minttu

First Aid and Health Committee

Convened four times with 18 agenda items.

Chairperson Hoppu Sanna
Deputy Chairperson Musta Laura

Members
Blek-Vehkaluoto Mari
Garoff Ferdinand
Harve-Rytsälä Heini
Kuosmanen Juha
Lounamaa Anne
Vertio Harri

Youth Committee

Convened four times with 56 agenda items.

Chairperson Musta Laura
Deputy Chairperson Mäntysaari Sanna

Members
Abdi Mohamed Caydaruus
Backman Richard
Henriksson Sofia
Penttilä Roosa
Vaulo Taika

Investment Committee

Convened six times with 42 agenda items.

Chairperson Kumpula Kristiina (*until 30 September 2023*)
Rämö Eero (*from 1 October 2023*)

Members
Räsänen Mika
Torsti Esko
Väisänen Tapani

Climate Change Committee

Convened three times with 2 agenda items.

Chairperson Rissanen Ruut
Deputy Chairperson Wallenius Tytti

Members
Heino Johan
Herranen Ida
Pietarila Harri
Pilli-Sihvola Karoliina
Saarikoski Tiina
Tanskanen Ella
Uski Paula

Finance and Development Committee

Convened once with eight agenda items.

Chairperson	Virta Harri
Deputy Chairperson	Rasinkangas Jarno

Members	Hokkanen Matti Karesjoki Päivi Kinnari Leila Lahti Ville Mäkinen Hannu Salmio Marja-Helena
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Audit Committee

Convened three times with 31 agenda items.

Chairperson	Audas-Willman Ann-Mari (<i>until June 2023</i>) Lindholm Max (<i>from October 2023</i>)
Deputy Chairperson	Suokas Markku (<i>until June 2023</i>) Kallasvuo Leena (<i>from October 2023</i>)

Members	Ilén Paula (<i>until June 2023</i>) Kallasvuo Leena (<i>until June 2023</i>) Lumme-Tuomala Riitta (<i>until June 2023</i>) Neilimo Kari Nikander Mervi (<i>from October 2023</i>) Nygård Kenneth (<i>from October 2023</i>) Mikael Paul (<i>from October 2023</i>)
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Committee on Volunteering Policy

Convened two times, the latter time with no quorum present. With a quorum present, the committee discussed 11 agenda items.

Chairperson	Forsblom Outi
Deputy Chairperson	Kuusela Katja

Members	Asikainen Mika Johansson Tove Jousilahti Julia Kinnari Annukka Porthén Anne Salovaara Reija Väänänen Pekka
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Arbitration Committee

Did not convene in 2023.

Chairperson	Aaltonen Elli
Members	Annala Pekka Kumpula Kristiina Löövi Kalle Pietikäinen Maria

Humanity
Impartiality
Neutrality
Independence
Voluntary service
Unity
Universality