

Members' Handbook



LETTER FROM CHAIRPERSON

Dear Members and Supporters,

Comhlámh is a membership organisation that relies on the active involvement of its members. We can achieve our goals only with the help of people who support our values, vision and mission. Together we can effectively act for a just, equitable and sustainable world.

At present Comhlámh has a few hundred members in Ireland and oversees engaged in work for global justice. To improve our support offered to this group we prepared a new useful publication, a Members' Handbook. The Handbook is intended to be a basic reference manual that gives a general overview of Comhlámh's work and activities.

The first part of the Members' Handbook provides an introduction to Comhlámh's core values, mission and vision as well as a brief history of the association. It also explains main areas of activity and projects and lists services and resources provided by Comhlámh.

The next section of the Handbook deals with organisational structure. It introduces board and staff members. It also gives an overview of where

Comhlámh's members, supporters and small like-minded development organizations and solidarity groups fit within the association.

The last part of this booklet concentrates on issues in regard to membership. It lists benefits you receive from being a member of Comhlámh and all the possible ways you can get involved in the work of the association. Practicalities around membership such as membership subscription methods or membership renewal are also explained.

I hope that this Members' Handbook will help our existing members and those of you, who are considering joining, to make the most of your membership with Comhlámh.

I would like to conclude by thanking our members for their support and commitment, without which none of the work we do would be possible.

Ronan Moore,
Chairperson.



Annual General Meeting, May 2009

COMHLÁMH MEMBERS' HANDBOOK 2008

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INTRODUCTION TO COMHLÁMH

Comhlámh is a dynamic, independent membership organisation working together with development workers, volunteers and activists. We are committed to advocating for a just and equitable world, setting standards and promoting good practice.

Ours is the belief that people acting in solidarity can change the structures of global injustice and poverty. Through awareness raising, research, education and training we empower individuals to take effective action to address global inequality.

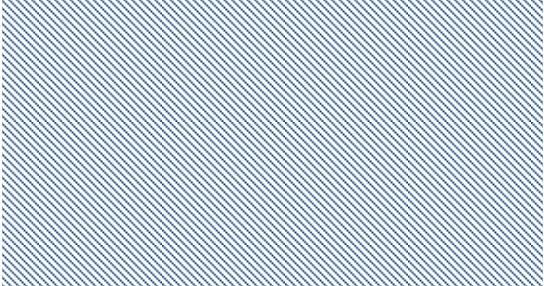
As the Irish Association of Development Workers, we protect the interests of people working in development and for human rights. Our work is informed by their experiences.



Comhlámh



Comhlámh's previous Trade Campaign



Comhlámh's mission is to challenge our society on the root causes of global poverty and inequality and empower people to demand equity in global relations.

Comhlámh's vision is of a just, equitable and sustainable world.

Comhlámh commits to a range of values that impact on those that we work with. We believe in partnership and solidarity with the Global South; in justice, equality and empowerment. We advocate for active citizenship and critical engagement, challenging perspectives in a spirit of partnership that respects and promotes diversity and interculturalism. Underlying principles in achieving these are to invest in people, to be accountable and to promote sustainable development and respect for human rights.

global equality. Comhlámh aims to achieve these by communicating and educating on global development issues and by supporting and engaging returning development workers, volunteers and human rights activists towards action in Ireland.

We draw on the development experience of our members and supplement this by carrying out research, promoting education, campaigning, lobbying, building skills and understanding with regard to issues.

As an organisation, Comhlámh's role is to be a critical voice on development and global justice by articulating the case for

The strength of a non-profit organisation depends on the ability to form close linkages with other like-minded organisations, Comhlámh is a member of various groups and networks, which include:

- Accountability
- Africa Centre - Development Education Group
- Bloom: Movement for Global Justice
- Centre for Global Education - Advisory Group
- Centre for Global Education - Policy and Practice Editorial Group
- Civicus
- Debt and Development Coalition Ireland
- Department of Foreign Affairs - NGO Standing Committee on Human Rights
- Development and Intercultural Education (DICE) - Advisory Group
- Dóchas - Development Education Group
- European Network Against Racism (ENAR) Forum
- Irish Development Education

Association (IDEA)

- National Forum on Europe
- NGO Alliance Against Racism
- People in Aid
- Stop Climate Chaos
- Trade Matters Network
- Volunteering Ireland

Comhlámh has received funds from:

- Irish Aid - Development Education Unit
- Irish Aid - Civil Society Unit
- Reception and Integration Agency
- European Network Against Racism
- Irish Quakers
- Trócaire
- Voluntary Service Overseas
- Christian Aid.
- Joseph Rowntree Trust

Part of our budget is derived from membership subscription fees and members' donations.

Let a thousand
flowers Bloom!



bloom
movement for global justice

Join Us to Create an
Alternative World on the
7 & 8th November, 2008

HISTORY OF COMHLÁMH

The name ‘Comhlámh’ literally means ‘hands together’. It is a composite word in Irish, taken to mean ‘Solidarity’.

Established in 1975 Comhlámh emerged in the context of an Ireland which was beginning to be much more aware of the world outside its island. The traditional missionary attitude to the South was being replaced by a greater awareness of development, and those Irish people going overseas were no longer predominantly missionaries. In this period many of the Irish development sending agencies were emerging.

The first steps to establish in Ireland an Association of Returned Development Workers were taken in 1975 by Bill Jackson, then Chief Executive of the Agency for Personal Service Overseas (APSO). On 23rd May, Bill Jackson called a meeting of representatives of all sending agencies to discuss the possibility of founding an association for returned development workers and to establish an ‘organising group’.

One year later the ‘organising group’ held a Preparatory Assembly attended by eighty development workers from a broad range of agencies, countries of assignment, professional groups and parts of Ireland. An ‘interim executive’ of 15 people was elected to guide the organisation until the first annual general meeting.

The founders of Comhlámh defined the organisations principle objective as, “to enable persons who have rendered services overseas in developing countries upon their return to Ireland to bring to bear their own particular experience in order to further international development co-operation.” The original role envisaged for the association was to:

- welcome home new returned development workers
- help with their reintegration into Irish society
- engage in development education and public awareness of development issues
- provide a powerful lobby for overseas development assistance.

WHAT HAS COMHLÁMH ACHIEVED?

Right from the start a small membership subscription fee was charged to all. Initially membership was restricted to people who had worked in development work overseas. This may have been important to the organisation developing its sense of identity. With time others who had an interest in development expressed the desire to join in the education and campaigning activities.

A constitutional change was enacted to make that possible. In recent years the presence of more people from the South living in Ireland has presented a new set of members to Comhlámh, and given us the opportunity to be more concrete in learning from 'voices from the South'.

Comhlámh has had a major impact on a very wide range of activities. Some examples include:

- Campaigning for an increase in Ireland's overseas development aid and leading debates on the quality and effectiveness of aid;
- Promoting understanding of cultures of 'developing countries' through exhibitions of artefacts from Southern countries;
- Producing Ireland's leading magazine on global issues, Focus on Ireland and the Wider World;
- Initiating debates on gender and development in Ireland;
- Starting the first fair-trade coffee and tea imports and sales;
- Standing a candidate for the Senate;
- Promoting the establishment and growth of development education centres and groups throughout Ireland;
- Pioneering and running courses in development issues and development education approaches in Ireland;

- Promoting responsible, responsive International volunteering through the development of a Code of Good Practice for Volunteer Sending Organisations and the provision of information, training and resources;
- Organising major public debates and meetings from the early 1980s to date;
- Campaigning on mercury soap, apartheid, debt, trade, pharmaceutical multinationals, images on development, the EU Common Agricultural Policy, asylum rights and more;
- Seeing two of its activist groups develop into fully-fledged independent organisations: Banúlacht and Integrating Ireland;
- Initiating the very popular and engaging public forums on development topics, 'The First Wednesday Debates' at Bewleys Cafe Theatre in Dublin;
- Promoting a more equal dialogue between people in Ireland and in the countries of the South on global themes and linking local issues in Ireland with global issues;
- Promoting anti-racism.



Bewley's Debate, February 2006


HOW COMHLÁMH WORKS?

The work of Comhlámh is focused on two key areas:

- Development Education & Campaigning
- Supporting Development Workers and Volunteers & Developing Good Practice Standards in International Volunteering


Development Education and Campaigning

Development Education is about exploring development issues through participatory learning approaches with the aim of changing attitudes and promoting positive changes in society locally and globally. To achieve these changes Comhlámh applies in its work several different tools such as training, courses, workshops, publications, campaigns and activist groups.



Compass
Comhlámh

the world in the
primary classroom



Compass is a project of:
Comhlámh - Development Workers in Global Solidarity

Development Education Courses

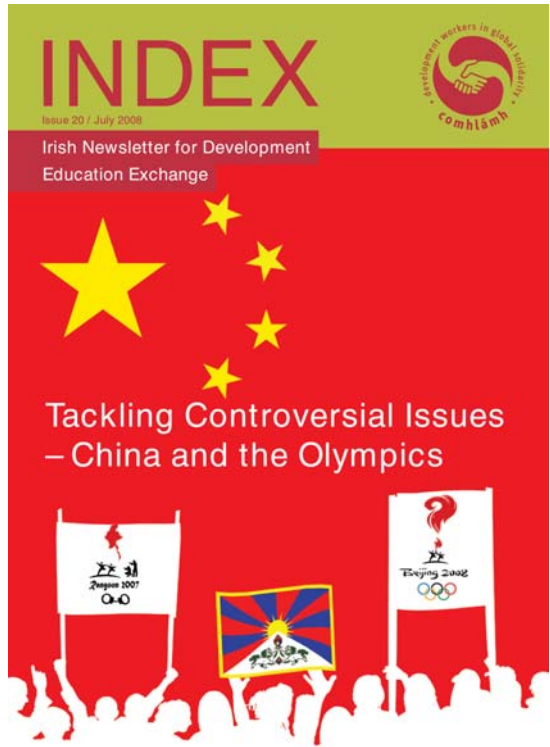
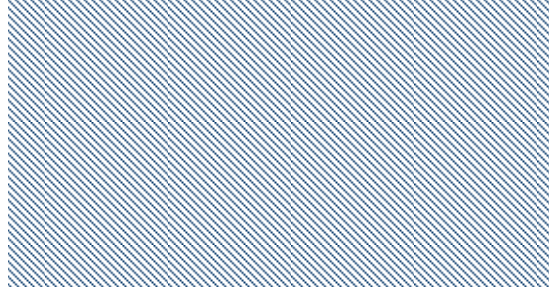
The courses organised on a regular basis are: Diversity through the Arts workshop, Lobbying Skills, Media Skills, Skills for working in Development Education, Options and Issues in Development Work, Global Issues in Development, Comhlámh's Global Trade Justice course.

INDEX Newsletter

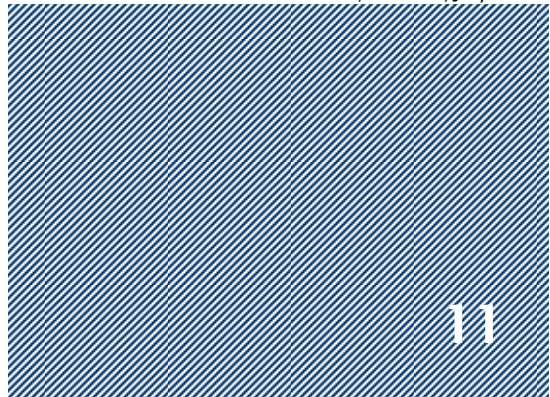
INDEX Newsletter is designed to be used as a communications tool for Development Educators throughout Ireland. It is the central publication for the exchange of ideas, news and good practice in the development sector.

INDEX Contact List

INDEX Contact List is a tool for the development education sector. It lists a broad range of individuals, groups, organisations, and networks involved in development education, solidarity, social justice, anti-racism, and sustainability.



INDEX, Issue 20, July 2008



e-LINK Newsletter

e-LINK is an email Newsletter, which is sent to subscribers once a month. The Newsletter is also available on Comhlámh's website. It includes information on news and events in the development sector as well as the directory of relevant courses, workshops and new resources.

Focus Magazine

Focus Magazine is Ireland's leading magazine on global development issues. Since 1978, Focus has been making links between the situation in Ireland and in the South, with a view to challenging assumptions, and promoting understanding, interest in and action on development issues among a broad public.

Activist Groups

Comhlámh co-ordinates three activist groups: Focus Magazine Group, which produces and distributes Focus Magazine, Options and Issues Group that offers workshops to people interested in volunteering and development work and the Trade Justice Group which campaigns and raises awareness on issues of global trade.

Campaigns

Comhlámh is involved in several campaigns such as: Bloom – Building Global Justice Movement in Ireland, Stop Climate Chaos, Stop Europe's Damaging Trade Deals, Food Security Campaign, Make Aid More Effective, Trade Justice Campaign and Five into One won't Go Campaign.

Bewley's Debates

The First Wednesday Debates address topical development issues in an accessible format aimed at the general public. The Debates are held in Bewley's Café Theatre, Grafton Street, Dublin, on the first Wednesday of each month from 6.15 pm to 7.45 pm.

Developing Good Practice Standards in International Volunteering and Supporting Development Workers and Volunteers

One of Comhlámh's primary aims ever since it was founded has been to support returned development workers. At present the support is provided not only after but also before and during the placement overseas. Additionally we develop and promote best practice in the sector of overseas volunteering and support volunteers in a longer-term commitment to development. We aim to ensure that volunteering has a positive impact for the volunteer, the sending organisation, the host organisation and community. Within this area we provide following services and resources:

The Coming Home Book

The Coming Home Book is a useful resource for returned development workers. It is a comprehensive guide to the process of returning and covers such topics as: reverse culture shock, health matters, social welfare, time out, job hunting, further studies and coming home stories from returnees.



Working for a Better World

A Guide to Volunteering in Global Development



Working for a Better World, Cover

Coming Home Weekends

Coming Home Weekends are residential weekends for returned development workers and volunteers, which offer an opportunity to meet, relax and have some fun while sharing tips on readjusting to the 'culture shock' of being home. CHWs are held four times each year and are run by other returned development workers and are supported by Comhlámh staff.

Debriefing

Comhlámh offers both personal debriefing services and critical incidence debriefing services to returned volunteers and development workers. Debriefings are one-to-one meetings which generally last 2-3hours and allow individuals to unpack their experiences in a safe environment. They are held in private and are totally confidential.

Counselling Services

Comhlámh administers a counselling service for returned volunteers and development workers. Returnees who wish to avail of this service due to issues arising from their overseas placement can do so in the strictest confidence. Irish Aid provides a subsidy for the counselling sessions and the individual development worker is only required to pay a small contribution.

Careers Advice

Comhlámh offers three types of support to development workers and volunteers seeking employment: A One to One Careers Advice session with a professional careers guidance counsellor, Careers and Courses Booklet and Comhlámh Online Job Notice-Board.

Social Insurance and Pensions

Comhlámh manages the Volunteer Development Worker (PRSI) Scheme and the Public Service Pension Scheme for Development Workers. Comhlámh provides information on options for remaining within the Irish social insurance system while going overseas.

Social Events

Comhlámh provides opportunities for returned volunteers and development workers to connect and engage at various social events throughout the year including, The Halloween Ball, The Reconnections Party, International Volunteer Day and various Intercultural Events.

Facilitators Training

This training is provided for those with overseas development experience, which in turn enables development workers to support other returnees by co-facilitating our Coming Home Weekends and Moving

What Next?

What Next? is a practical guide to continuing development work in Ireland. If you're a recently returned development worker or volunteer, and have decided to stay in Ireland, but aren't sure what to do with your experiences, then What Next? Is for you.

Facilitators Training

Facilitators training is provided for those with overseas development experience, which in turn enables returned volunteers and development workers to support other returnees by co-facilitating our "Coming Home Weekends" and "Moving Forward Days".

Volunteer Charter

Comhlámh's Volunteer Charter sets out seven principles that aim to encourage responsible, responsive international volunteering. It contains lists of questions to help volunteers make a decision about volunteering in a developing country.

www.volunteeringoptions.org

This website will take you through every step to becoming a volunteer, and also includes a searchable database of over 120 organisations that offer volunteer placements in developing countries

Code of Good Practice for Volunteer Sending Organisations

This sets out the responsibilities of the Irish-based sending organisations that arrange volunteer placements. Signing up to this code shows that an organisation supports the principles of the Code.

Research on the Impact of Volunteering on Host Projects

We look at how host organisations have been affected by hosting international volunteers and what they recommend for improving placements in order to improve both the experiences of the volunteers and of the host communities.

Training Courses

Volunteering Options offers a comprehensive set of training workshops to support volunteers pre-decision, pre-departure and upon return. Courses can be tailored for organisations upon request.

Working for a Better World: A Guide to Volunteering in Global Development

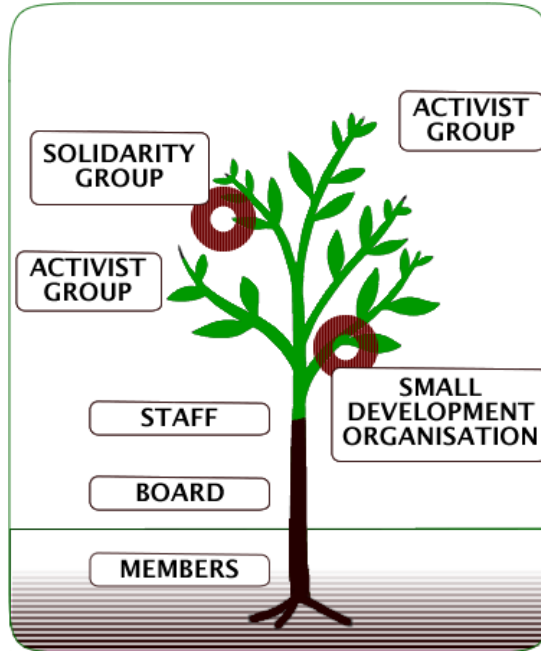
Working for a Better World is a comprehensive guide to overseas volunteering for Irish people, containing invaluable information and advice on how to get the best out of your volunteering experience, as well as a directory of over

ORGANISATIONAL STRUCTURE

To describe the structure of Comhlámh we often use a model of a tree. Its roots are:

- Returned Development Workers and Volunteers, ‘automatic members’ who for their first year from the end of at least two-month-assignment overseas receive a free membership of Comhlámh
- Development workers who have subscribed for the membership
- Other members interested in global development issues

The trunk of a tree is the Board of Comhlámh, which is elected from the roots at the Annual General Meeting and manages the organisation through the year. Board Members employ the staff and appoint the Director. The branches of the tree are the various member groups who are active in diverse areas of activity: welcoming new Returned Development Workers, engaging in development education or organising the campaigns. Also amid the tree’s branches there are a number of birds’ nests, which could be seen as small development and solidarity organisations.

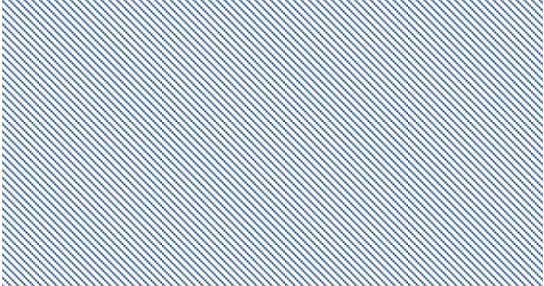


Comhlámh Organisational Structure

STAFF MEMBERS

The Staff of Comhlámh is organised in three different teams: Operations, Development Education, Volunteering Options and Development Worker Programme. Most of the staff members work part-time.

Staff 2010		
Director	Deirdre Murray	deirdrem@comhlamh.org
Finance and Administration Manager	Elena Garcia	elena@comhlamh.org
Membership, Communications and Administration Officer	Kamila Gawronska	kamila@comhlamh.org
Development Education Programme Manager	Ruth Doggett	ruth@comhlamh.org
Campaigns and Policy Officer	Fleachta Phelan	fleachta@comhlamh.org
Development Education Officer	Ali Leahy	ali@comhlamh.org
Trade Officer	Alfred M'Sichili	alfred@comhlamh.org



Volunteering Options and Development Workers Programme Manager	Siobhan Sleeman	siobhan@comhlamh.org
Volunteering Options Training and Information Officer	Kate Byron	kate@comhlamh.org
Support Services for Returned Development Workers Project Officer	Deirdre Kettlewell	deirdre@comhlamh.org

BOARD MEMBERS

The key role of the Board is to set the strategic direction of Comhlámh and monitor its effectiveness. The Board consists of up to thirteen elected representatives, including at least three officers, namely Chairperson, Vice Chairperson and Treasurer.

Board 2010	
Chairperson	Ronan Moore
Vice Chairperson	Simon Holmes
Treasurer	John Lawlor
	Orla McCarthy
	Helen Ryan
	Alice Mary Higgins
	Justin Frewen
	Deirdre Duffy
	Mary Buchalter
	Pamela Logan

Members from among their number elect the Board at the Annual General Meeting. The Board from among their number elects Chairperson, Vice Chairperson and Treasurer. The Board invites a representative nominated by the staff to attend all of its meetings, which are held at least five times between consecutive Annual General Meetings.

MEMBERSHIP

Comhlámh's membership has been growing rapidly over the past couple of years on the back of a lot of campaigning work, public events, a heightened media profile and a wider recognition of the organisation generally.

What is particularly encouraging is that people of all ages are joining Comhlámh and they believe that being a member of an organisation like Comhlámh is more important than ever in Ireland and an increasingly troubled and unequal world. Right now, human rights, social justice and global development were never so important.

As a membership organisation, membership subscriptions are crucial to the independence of Comhlámh's voice. We depend in substantial part on funds deriving from membership subscriptions directly. Such subscriptions are particularly important in funding our advocacy and campaigning work.

By taking out membership, you can help us to function more effectively and with more people power by being part of an organisation that can lobby and campaign for a better and more just world, and from a key position of strength in numbers.



Davos Protest, 2001



HOW CAN YOU GET INVOLVED WITH COMHLÁMH?

Membership of Comhlámh is open not only to people who worked in development overseas but also to those with general interest in development issues who want to join on education and campaigning activities.

As one of our members remarked: “It is not necessary to work in developing countries to be regarded as a development worker. Taken seriously the idea of the global – local link, which is in the centre of development education and global solidarity, we realise that there is a lot of work that has to be done here, because our actions are affecting people in other parts of the world”.

When you are a member of Comhlámh you get the opportunity to act for global solidarity and to support others in doing likewise. You are helping us to move forward and to seek further progress and achievements.

Comhlámh is a membership organisation that relies on the active participation of its members to achieve its goals. We encourage all people who support our principles to become members and take an active role in our work.

However you can decide yourself what level of engagement would be the most suitable for you. If you prefer, you can choose to just receive our correspondence and publications. Your level of engagement can also vary over time depending on personal circumstances, time or motivation.

Rosalind Duke, a member of Comhlámh who joined in 2000 pointed out that: “Comhlámh is a place where if you run out of energy you can rest, knowing that the rest of the organisation is working further so that you can fold off by the side and take your rest and then come back in and get involved again and so on according to your own rhythm”.

Comhlámh's members meet in a number of different ways.

First of all members are invited to the Annual General Meeting, which usually takes place in June. AGMs are organised as residential weekends in different locations around the country and have attracted as many as a hundred people at times. At the AGM you will have a chance to participate in the policy making process by discussing and approving the strategic plan, annual report of the organisation, financial accounts and balance sheets, report of the auditors and any other business that may be proposed by the members.

Formally, as a member of Comhlámh you can vote in the elections for the Board and if you get nominated you can also be elected as a Board Member.

Members receive regular mailings with information and invitations to upcoming events, workshops and courses. You can attend events such as: Bewley's Debates, International Volunteer Day, the Members Christmas Party or Open Evenings. Various skills training courses are offered annually by Comhlámh, for instance Lobbying Skills training, Media Skills training and Skills in Development Education training. Additionally you can participate in Options and Issues in Development Work, Global



Bloom Launch, November 2008

Issues in Development course, Comhlámh's Global Trade Justice course and Diversity through the Arts- workshop. Members receive substantial discounts on course fees.

If you would like to become more actively involved in Comhlámh's work, we encourage you to become a member of one of our activist groups or to set up a new sub-group or a branch, which can focus on development issues of particular interest to you. At present we run three different activist groups:

Focus Magazine Group

Focus Magazine Group is an editorial group, which produces and distributes Focus Magazine. Focus is Ireland's leading magazine on global development issues and provides alternative views to those expressed in mainstream media. You can become involved in any part of the cycle of production by: having ideas for issues, people to interview, writing and editing articles, organising the production or distributing the magazine. Email fleachta@comhlamh.org to discuss how to get involved.

Options and Issues Group

The Options and Issues group was set up by a number of returned development workers who wanted to examine the role of the development worker in the broad context of development. This group offers workshops to people who are considering getting involved in development work. It also provides information about sending agencies and a handbook, 'Options and Issues in Development Work'. To find out more about the group and how to get involved email

siobhan@comhlamh.org.

Trade Justice Group

The Trade Justice Group campaigns to help achieve just and sustainable global trade policies and practices. The group focuses on raising awareness of how unfair trade rules prevent the poorest countries from finding their way out of poverty. The activities of the Trade Justice Group include: Public Education, Campaign Actions, Lobbying, Networking, Policy and Research. The Group meets every first and third Tuesday at Comhlámh's office. To get involved with Trade Justice Group email Fleachta at fleachta@comhlamh.org.

If you would like to set up a new sub-group (group of members working on a particular task) or a local branch (group of members in a particular area), we would be happy to assist you. There are some basic rules that need to be followed in the set up process. One of them is that any branch or sub-group of Comhlámh has to formally apply for recognition to the Board and get approval by the members at the Annual General Meeting. Additionally any branch or sub-group of Comhlámh must fulfil the following criteria:

- There must be at least three paid-up members of Comhlámh in the sub-group or branch
- The group must be active in some area of work relevant to the aims of the Association
- The group must meet regularly, at least once a month

For more information and support on setting up a sub-group or local branch please email fleachta@comhlamh.org

We would also encourage you to get involved with one of our campaigns. At present Comhlámh is involved in the following campaigns:

- Bloom – Building Global Justice Movement in Ireland
- Stop Climate Chaos
- Stop Europe’s Damaging Trade Deals
- Trade Justice Campaign
- Food Security Campaign
- Five into One won’t Go Campaign

Different campaigns require different forms of actions. In some of them you will be sending emails to relevant politicians and in the others demonstrating in public places. If you are interested in getting involved with any of the campaigns, you are very welcome to attend their next meeting. Please send an email to fleachta@comhlamh.org in advance to confirm that the meeting is going ahead as listed on Comhlámh’s website.

FOCUS

ACTION FOR GLOBAL JUSTICE



Issue 80 / Winter 2007
ISSN 1649-7368

INSIDE Global Day of Action – 26th of January / Diverting the human traffic / Activist voices – the battle against Neo-Liberalism / Changing Investments: A Chinese Road in Ethiopia / Woman Power - North and South



Focus Magazine, Issue 80, Winter 2007

MEMBERSHIP BENEFITS

We are aware that our most active members, who may be engaged in running the campaigns and activist groups or branches, could be directly approached by the media. If this situation arises, we ask you to consult with the Comhlámh office prior to talking to the media on Comhlámh's behalf.

The same applies if you would like to write articles or letters to the newspapers and magazines on our behalf. The person who is responsible for advising members on engaging with the media is Fleachta Phelan. If required please email fleachta@comhlamh.org to get her authorisation and support.

Additionally, if you would like to feel more confident in dealing with the media we would like to invite you to participate in Media Skills Training organised by Comhlámh. The training is advertised on Comhlámh's website annually.

As a member of Comhlámh you are entitled to different types of benefits. First of all you can count on our support in keeping you up to date with new developments, trends or processes in Global Development. To achieve that we will send you:

- All issues of our quarterly Focus magazine, Ireland's premier magazine on development issues;
- All issues of our quarterly INDEX newsletter, which facilitates networking among development education organisations;
- Our e-LINK newsletter with general news, information on membership activities, range of upcoming events and useful resources;
- Invitation to our First Wednesday Debates and conferences, which discuss most relevant, current and controversial issues in Development.

In addition, you will receive significant discounts on Comhlámh courses, workshops, training and events.

Development Workers and Volunteers, who are planning to go or who are returning from overseas, receive from Comhlámh a tremendous range of support services, including:

- Invitation to Coming Home Weekend;
- Coming Home Book;
- Invitation to social events such as Open Evenings or Christmas Parties;
- Social Insurance and Pensions while Overseas;
- Counselling Services;
- Debriefing;
- Careers Advice;
- Information and advice on Volunteering in Global Development
- Volunteer Charter.



Coming Home Weekend, September 2008



Emer Kerrigan, a member of Comhlámh since 2006, confirms the usefulness of the services provided to Returned Development Workers and Volunteers: “I went to a Coming Home Weekend two weeks after I came back from South Sudan. Then soon after I went to the International Volunteer Day event and a few weeks later to the Christmas Party, so in the space of two months I attended three of Comhlámh’s events with all Comhlámh’s staff and returned volunteers in Ireland. There was a huge amount of support from everyone and it just made adjusting to being back at home much much easier”.

Our members claim that they draw enormous benefits from meeting other people who are also interested in development issues and share similar experiences. Our member, Rosalind Duke said: “I think for anybody interested in development issues, Comhlámh is a kind of home. It is where you know you will meet people to whom you do not have to explain your issues, causes and concerns, because they will understand - though not necessarily agree!”

Being a member of Comhlámh gives you many opportunities to act for global solidarity and to support others in doing likewise. You are welcome to take part in any of the campaign areas and Comhlámh working groups.

Fionnuala Cregan, a member of the Focus Magazine Group claims that Comhlámh helped her to stay actively involved in development: “When I came back to Ireland it was important for me to be able to keep on doing the campaign work I had become involved with while working overseas in Guatemala and Timor Leste. I worked there with brilliant and inspiring civil society activists and I wanted to be able to keep up their drive and passion for global justice when I came back home. Without Comhlámh this wouldn’t be possible.”

Comhlámh’s membership gives you the feeling of ownership of the Association. You can shape Comhlámh’s policies and practices by voting and actively participating at the Annual General Meetings. You could also increase your influence within the organisation by getting elected to the Board of Directors or setting up a new Comhlámh branch or a sub-group.

PRACTICALITIES AROUND MEMBERSHIP

You can join Comhlámh for the next twelve months in the following ways:

- By filling out an online membership form and submitting your credit card details through PayPal on the Comhlámh website;
- By giving us your relevant credit card details by phone: +353-1-4783490 or by email to kamila@comhlamh.org;
- By posting a cheque, draft or postal order to Comhlámh, Ballast House, 2nd floor, Aston Quay, Dublin 2, Ireland;
- By Direct Debit. All you have to do is Print the Direct Debit Instruction form from Comhlámh's website, complete your bank details and send it to Comhlámh, Ballast House, 2nd floor, Aston Quay, Dublin 2, Ireland;
- By availing of your free membership (see below for details).

Comhlámh has four different membership rates:

- Full membership rate: €45
- Concession rate for unwaged, social welfare and students: €10
- Overseas rate: €25

If you are a Returned Development Worker or Volunteer who has been on a placement of two months or more, you are entitled to twelve months free membership from the date of your arrival back in Ireland. To activate your free membership please contact Deirdre Kettlewell at deirdre@comhlamh.org.

Once your membership has expired you will be automatically informed by email. If you consider being a member of Comhlámh over the next couple of years we would advise you to set up a direct debit for the yearly membership fees.

If you would like to unsubscribe from the membership or any of the mailing lists please send a request to kamila@comhlamh.org.

All Comhlámh's members are encouraged to notify Comhlámh as soon as possible of any change of address or errors in their present address. There are three ways you may accomplish this:



FEEDBACK

- Send an email to kamila@comhlamh.org with your correct address and personal information;
- Contact the Comhlámh office directly by calling +353-1-4783490 and speak to a member of the office staff or
- fax us your correct address at: +353-1-4783738. Please remember to include your full name, telephone number and email address.

We would welcome your feedback in regard to our work. Please inform us of ways we can improve our services, publications, campaigns or any other activities. We would also like to hear your comments on the content of this Handbook. Please send your suggestions and remarks to

Kamila Gawronska
Comhlámh, Ballast House
2nd floor, Aston Quay
Dublin 2
Ireland

or email to kamila@comhlamh.org



Code of Conduct on Images and Messages
Comlámh is a signatory to the Dóchas Code of Conduct on Images and Messages

(for full document see: <http://www.comhlámh.org/resources-library.html> or contact us for a copy of the Dóchas flyer). Feedback on this issue is most welcome, email: