



Mapping our path

Comhlámh
Annual Report 2015



Front Page: 4th year medical students from NUI Galway attending pre departure training in Achill, Co. Mayo. The training was a partnership between NUI Galway, Comhlámh and Irish Forum for Global Health



Ruth and Alan from Comhlámh along with Siobhan from SERVE attending a feasibility visit in Slovenia to explore the possibilities for online pre departure training across Europe.

In 2015, over 1,600 people came into the Comhlámh rooms where there were 230 meetings, trainings, briefings, workshops by 59 different groups including members groups, volunteer sending agencies, country solidarity groups, Dóchas members and other local/global justice groups.

Mark Cumming, Head of Comhlámh.

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Foreword

Foreword from the Chairperson.

Dear Members and Supporters of Comhlámh,

I joined the Board of Comhlámh three years ago, at a time when it was just beginning to re-establish itself after a rocky few years. Mark Cumming had only just taken up his position as Head, and the Board itself was a mix of Comhlámh “lifers” and people like myself, relatively new to the organisation but hoping, nonetheless, to help realise its goals.

Since then, it has been a pleasure to watch as Comhlámh inched its way forward towards meeting its goals. Comhlámh is now an ever more vibrant, engaged organisation. Funding is still fragile, but this has not prevented us from moving ahead to be a meeting place for many of the issues which members really care about.

We have worked hard at our mission of good practice and critical engagement in volunteering. There is international recognition of Comhlámh’s leadership in the area. The Membership Groups, the First Wednesday debates and our vivid presence on social media have positioned us as an organisation where our members and supporters can meet and learn and advocate on the issues which matter. We celebrated our 40th anniversary, hosted by President Michael D Higgins, with pride and a fair amount of craic.



Katherine Meenan
Acting Chairperson.

I would like to thank our partners and funders, in particular Irish Aid along with Concern Worldwide, Trócaire, The Wheel and the European Commission, through our partners La Guilde and France Volontaires. We are grateful to our Solidarity Partners, this circle of partners has grown to 16 organisations, including SERVE, Nurture Africa, EIL, VLM, ILCU, Umbrella, Christian Aid, Friends of Londiani, Irish Rule of Law, Kimmage DSC, Misean Cara, Sacred Heart Missionaries, Sarah Bird Foundation, UCDVO, Viatores and VMM.

We cherish the type of partnership and mutual sharing which this has given us. Their support allows us to maintain a continued engagement with returned volunteers so that they stay involved and engaged in global development issues, on their return to Ireland. This is of benefit to the wider sector of development organisations in Ireland and we look forward to growing this network.

Comhlámh Belfast organised a walk in the Sperrins in early 2015, exploring the relationship between mining in Northern Ireland and in the global south.



**Cohmlámh
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volunteering**

I would also like to give special thanks to individual members who loyally have supported the Solidarity Circle, the Dympna Meaney Fund and the crowd-fundraiser we held for the Coming Home Weekend.

What we have achieved has been as the result of amazingly hard work by many people. I have taken up the role of Chair only in the last few weeks from Johnny Sheehan, who has completed almost three years in the Chair. His dedication and leadership have been instrumental in the progress we have made and I would like to pay personal tribute to him.

The staff of Comhlámh have endured a number of difficult years, without any certainty as to what the outlook might be. I would like to thank them for their hard work and loyalty. In particular, I would like to express my thanks to Mark for his dedication and commitment. His constant presence and energy, has to a very large extent driven us to where we are now.

I would also like to thank my fellow Board members. We are all volunteers and we must all fit our contribution to Comhlámh into already busy lives. But the Board has always managed to be available to provide the essential calm and strategic advice.

There is lots to be done, in particular growing the number of members and of Solidarity Partners, but we are well positioned to continue to grow and flourish.

Katherine Meenan

Acting Chairperson

12/5/16



The Peer Support meeting in November 2015 saw the launch of the new Comhlámh Code of Good Practice

Report Introduction

Dear Members and Supporters of Comhlámh,

A key challenge facing Comhlámh following the re-structuring in 2012/2013, was to ensure that Comhlámh returned to its roots as a membership organisation willing to be active on global justice issues, and take part in education, mobilising and advocacy work. This required a shift in approach, in particular a re-thinking of how we considered ourselves as an association of members, as opposed to simply an NGO delivering services through donor funded projects.

The resulting re-opening to membership groups has seen a blossoming of groups with renewed activism from Comhlámh. In 2015, over 1,600 people came into the Comhlámh rooms where there were 230 meetings, trainings, briefings and workshops by 59 different groups including members groups, volunteer sending agencies, country solidarity groups, Dóchas members and other local/global justice groups.

This provides multiple channels for the current generation of returned volunteers to continue their engagement in development work on their return to Ireland. All of this in turn has fed new life and energy into our work with the network of Volunteer Sending Agencies (VSAs).

There has been a steady increase in the number of adherents to the Code of Good Practice for VSAs. The Code was reviewed and updated in 2015 and this impetus, alongside the introduction of Core Compliance and Comprehensive Compliance status for those agencies achieving higher levels of engagement with the Code, will serve to improve standards in the practice of their work.

My two highlights of the year: the first was the celebration in the Áras for our 40th anniversary. The President, over the course of his speech, spoke all the time of 'we' in recognition of all the Comhlámh meetings he had attended over the years, but also, I think, in recognition of the shared vision we have for a just and sustainable society and economy.

The second highlight was the launching of the UNV's 'State of the World Report on Volunteering - Transforming Governance'. It called for a vision of volunteering that is of self-catalysing action for development and not simply cheaper ways to provide services.

It also highlighted the interconnectedness of volunteering and activism from the clothing factories in Bangladesh, to the high street fashion outlets in the global north.

We achieved some of what we hoped to do in terms of own fund-raising, with approximately 15% of our income now being unrestricted. The twin elements of the support of our Solidarity Partners and the greater regularity in the paying



Mark Cumming

The resulting re-opening to membership groups has seen a blossoming of groups with renewed activism emanating from Comhlámh.



Comhlámh with Young Friends of the Earth organised an anti TTIP demo outside the Central Bank in April 2015.

Our work since then continues to shape public awareness and opposition to TTIP from a social justice perspective.

of membership subscriptions, along with the support of 30 members, who are signed up for our Solidarity Circle have proved critical in 2015.

This support works to ensure that Comhlámh is enabled to grow and develop the work of Membership Groups, while supporting the wider agenda around the continued engagement of returning volunteers.

We look forward to growing our membership base and the range of development issues they tackle in 2016.

We also look forward to a wider reaching out into Irish society in 2016, connecting with professional associations, trade unions, colleges and others regarding our work on responsible volunteering for development.

We also look forward to connecting with local community development actors and others and

engaging with the discourses of the Sustainable Development Goals.

The SDGs envision one interdependent world where the progression of rights and development are understood as one universal project, as relevant to our government as it is to governments across the Global South. They also see a central role for Volunteering in the delivery of the SDGs.

Join us, get involved.

In solidarity,

Mark Cumming

Head of Comhlámh

12/5/16

Constitution

Comhlámh is a company limited by guarantee and not having a share capital. Comhlámh is a registered charity (CHY7680) and company limited by guarantee, and is governed by a Voluntary Board.

Comhlámh's Vision

Our vision is of volunteers and development workers working in solidarity for a just, equitable and sustainable world.

Comhlámh's Mission

Our mission is to foster good practice and critical engagement in volunteering and action for development.

Comhlámh's Values

The core values in achieving our vision and which underlie the overarching purpose of Comhlámh are:

Solidarity – unity that produces or is based on a community of interests, objectives, and standards and results in mutual support within this community.

Sustainability – the long-term maintenance of wellbeing which includes the concept of protecting and managing resources responsibly.

Justice – the upholding of what is just, especially fair treatment and due reward in accordance, with honour, standards, and law.

Supporting Values

Other values which are fundamental to our vision and objectives are:

Equality – equal rights for people regardless of what factors they might have that are different. Equality states that because they are human they must be equal.

Diversity – encompasses acceptance and respect, understanding that each individual is unique, and recognising our individual differences.

Independence – not to rely on or be controlled by others; self-subsistence or maintenance; direction of one's own affairs without interference, that is, self-governing.

Transparency – ensure all relevant information is fully and freely available to the public.

Accountability – liable to be held to account and be answerable for one's actions.

Over the course of 2015 Focus magazine and #FirstWeds debates both continued to grow, bringing Comhlámh's vision, mission and values to the fore in many local and global struggles for social justice





The Volunteer Sending Agency development education working group is joined, by Comhlámh staff, for a working lunch.

Key Objectives

Comhlámh's objectives for 2016, as set out in the strategic plan are:

Be the leading independent voice and source of information on volunteering for development in Ireland.

Strengthen our role and position as coordinator and advocate of good practice in volunteering for development.

Promote and support volunteers and development workers to critically engage in volunteering and action for development.

Grow and engage our members and network to create societal and attitudinal change on development issues.

Comhlámh In 2015



44,570

Website users
with 115,645 page
views



132,186

Impressions on our
resources on Issuu.com



4,640

Minutes spent watching
our videos

74 % were new visitors



3,872

FACEBOOK LIKES



4,617

TWITTER FOLLOWERS



700

PEOPLE REACHED
THROUGH
INFORMATION EVENTS
& PRESENTATIONS.



370

PEOPLE
SUPPORTED WITH QUERIES ON
VOLUNTEERING, PRSI ENTITLEMENTS,
SUPPORT SERVICES, DEBRIEFING ETC



71

BLOG POSTS



92% REPORT INCREASED LEVELS OF
AWARENESS OF GOOD PRACTICE AFTER
OUR "VOLUNTEERING OVERSEAS: WHERE
DO I START?" WORKSHOPS



85% REPORT HIGH LEVELS
OF SATISFACTION AFTER OUR
PRE-DEPARTURE TRAINING



115

115 people supported through
capacity building training



333

Participants in our
pre-departure and coming
home training



13

VSAs participated in external
audits



8

Capacity building
courses ran for a range
of sending agencies



5

Short videos made
documenting and
promoting our work



5

Conference
presentations across
Asia and Europe

FOCUS

3

ISSUES
OF FOCUS MAGAZINE PUBLISHED.
15,000 COPIES DISTRIBUTED.



3

New resources
launched



7

VERY BUSY
ACTIVE MEMBERS
GROUPS.



9

Third level campuses have
agreed to roll out good practice
in international volunteering



1

Complete rebranding and
revision of the Code of
Good Practice

Programme Updates

Be the leading independent voice and source of information on volunteering for development in Ireland.

Promoting Comhlámh's online presence with a social media Thunderclap campaign to raise awareness of International Volunteering reaching 152,206 people, while the #VolOps tweets were delivered across over four million timelines;

Working with representatives from 9 third level institutions to strengthen campus-wide practice on international volunteering;

Organising the Irish Aid Volunteer Fair in Dublin Castle's Printworks, and providing information inputs at a range of other fairs, information sessions, and discussions, reaching over 650 people in total;

Commissioning an external review of Comhlámh's work, involving consultation with 56 stakeholders encompassing Volunteer Sending Agencies (VSAs), international development organisations, trade unions, universities and the health sector

Our social media presence continues to grow with a 54% increase in Facebook likes and 34% increase in Twitter followers.

30 Volunteering Centres, 100 Citizen Information centres and all libraries, including for the first time 92 libraries in Northern Ireland, have been reached with a supply of our full range of information resources on International Volunteering

Strengthen our role and position as coordinator and advocate of good practice in volunteering for development.

Under taking a full review of the Code of Good Practice to reflect developments in good practice, involving extensive consultations with a representative group of signatories and input from all VSAs involved with the Code;

Developing a comprehensive capacity building programme for VSAs that covered topics including social media, child protection, monitoring and evaluation, creative facilitation, debriefing, and conflict resolution (reaching 115 participants);

Supporting signatory VSAs to build their own and each other's capacity through peer support meetings (attended by a total of 52 VSA reps), the development of a mentoring programme, and facilitating bilateral linkages;

Organising the national launch of the UNV's State of the World's Volunteerism report, which took place in Dublin's Mansion House and focused on governance and volunteering;

Coordinating VSAs to provide updates and start discussions on topics of relevance for the sector, including the EU Aid Volunteers Initiative, the role of volunteering in achieving the SDGs, and raising the profile of international volunteering with political representatives;

On behalf of Irish Aid, a Volunteering Fair was organised and held in October; it was attended by just over 300 people...

Programme Updates Continued.

In 2015, we were invited to participate in conferences and workshops on;

The EU Aid Volunteers Initiative (DG ECHO - EACEA, Brussels); Developing standards for voluntourism (ABTA, London); “Citizen contribution to development policies” (France Volontaires, Paris); “Europe for the Common Good” (Volunteurope, Brussels); “Active Citizens for Sustainable Development & Global Justice” (Volunteurope/APS, Seville); “Working Together for Change” (Better Volunteering, Better Care network, Bangkok)

Promote and support volunteers and development workers to critically engage in volunteering and action for development.

Providing pre-decision, pre-departure and post-return training for 475 volunteers to encourage responsible, responsive volunteering, including through the development of an online pre-decision making course, and supporting sending agencies to mainstream this training into their work;

Three “Tell it on a Tuesday” events took place during the year, one in Belfast and two in Cork. These events engaged people who have been overseas, or who are from another part of the world, in order to raise awareness of justice issues and solidarity through storytelling:

Development and online dissemination of a pan-EU curriculum, “From Volunteers to Active Citizens” and a Learning Journal to support critical engagement by volunteers while overseas on placements;

Comhlámh was also requested to provide expert inputs on international development courses run by Suas, IDEA, and the Community Sector Working Group, which included sessions on the new Sustainable Development Goals and making local and global linkages around austerity;

Through Coming Home Weekends, Moving Forward courses and referrals for debriefing, counselling, and careers services, we directly supported over 550 volunteers returning from placements;

Comhlámh managed the Volunteer Development Worker (VDW) scheme and the Public Service Pension Scheme (PSPS) with a total of 204 applications being processed.

June 2015 saw the launch of our Learning Journal. It assists “volunteers to document both their physical and mental journey, in the hope of creating an open and continuous space for development discussion both away and at home.”



Programme Updates Continued.

Grow and engage our members and network to create societal and attitudinal change on development issues.

There have been 230 meetings, trainings, briefings, workshops by 59 different groups (Comhlámh member groups, country solidarity groups, diaspora groups, sending agencies, Dochás members, local activist groups) with 1,613 people utilising our premises in Parliament Street.

There were 4 Comhlámh #firstweds debates (February, March, April, December) covering relevant themes of water access and human rights, migrant and ethnic minority voices in the Irish media, NGO funding and independence, and reproductive health for women.

The Comhlámh Dympna Meaney fund awarded bursaries to 7 inspirational women from South Sudan, Ethiopia, South Africa, Angola and India – totalling €10k;

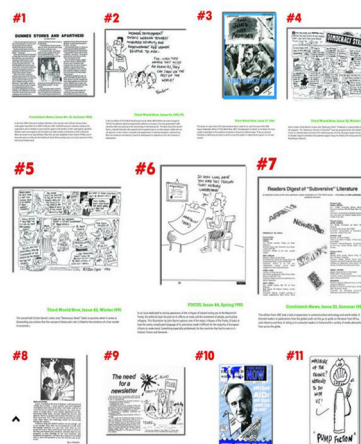
In partnership with local activists Comhlámh events were hosted in Dublin and Killarney linking issues of resource extraction in the Global South with issues in Rosspoint, Co Mayo;

Comhlámh Belfast organised a walk in the Sperrins, looking at gold mining and commenced work on a development education resource, linking mining issues in Peru, with developments in Northern Ireland;

The Trade Justice Group made a submission to the Human Rights Unit on the National Action Plan on Business and Human Rights with a particular focus on TTIP; the group took an active role in the national day of protest on TTIP in collaboration with other groups in the TTIP Information Network which Comhlámh has been active in facilitating;

The Comhlámh Palestine Israel Development Education group was created in 2015 and has been working on developing a 6 week night course on the conflict;

There have been 3 issues of Focus magazine, edited by the Comhlámh Focus magazine group with the print run hitting 6,000, up from 5,000 in 2014.



#CultureNight At
Comhlámh. 40 Years
of Memories and A
Celebration of The Life
of Thomas Sankara.
September 2015

#CULTURENIGHT

Join us for a celebration of the life of
Thomas Sankara and a chance to see our
#40YearsOfMemories Exhibition.

40
years
of solidarity

Future Plans.

Strategic Planning

The current strategic plan runs to the end of 2016. 2016, therefore, will be an opportunity to reflect on the current context and make plans for the coming 5 year period. The board are keen that the process be a broad based one, involving the membership of the organisation.

Responsible Volunteering

Our research on the extent of Volunteering from Ireland points to over 2,000 people per annum going with VSAs who are signatories to the Code of Good Practice. Comhlámh will continue to have a crucial role to support critical engagement with issues of volunteering and action for development, with this generation of international volunteers, the wider public and the VSAs, who are Code signatories.

We will continue to play a lead in supporting the delivery of the Irish Aid Volunteering Initiative in our role as a sectoral leader in the development and promotion of international volunteering standards nationally and at European and international levels. This includes liaising with organisations in countries that are interested to learn from the model of practice we have developed in Ireland.

A major learning from the evaluation undertaken in 2015 points to the need to deepen public engagement and support for good practice in responsible volunteering. To this end a 'Supporter' category for the Code of Good Practice will be developed and rolled out over 2016-2017 to reach groups like the Health Services Executive, trade unions and universities.

The Peer Facilitated Creative Writing Group for Returned Volunteers met throughout 2015 to write, to read their writing aloud and to respond to one another's work.

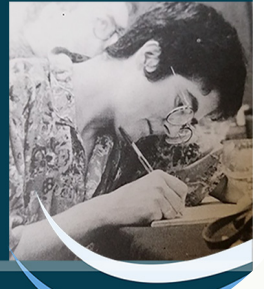
CREATIVE WRITING.

A peer led group meeting every 2 weeks in the Comhlámh offices - for anyone who has lived or worked overseas and would like to join a group of people with similar experiences to write together.



In 2015 our Dymrna Meaney Women's Leadership Development Fund awarded bursaries totaling € 10,150.73 to a group of very exciting and creative human rights activists from across Africa and India.

**Dymrna Meaney
Women's Leadership
Development Fund**
*Connecting women
with opportunity*



Future Plans.

Membership

Much progress has been made on membership development over the last number of years. Currently, there are several active groups; Options and Issues, Focus magazine, Trade Justice, Comhlámh Belfast, Dymrna Meaney Fund, Palestine-Israel Development Education group and the Creative Writing Group. The strategic planning process in 2016 will facilitate further reflection on how to support the development of membership agency in the coming strategic plan.

Funding and fund-raising

Improving financial sustainability remains a key challenge for the organisation. Comhlámh will continue to identify funding opportunities for all of the work which it is involved in so as to expand its donor base with particular attention paid towards the wider European environment.

In 2015 Comhlámh has been successful in a number of consortia bids for funding under the technical assistance and capacity building streams of the EU Aid Volunteers Initiative (EUAVI), and will be working with partners from across the EU, Asia, Sub-Saharan Africa, and Latin America on the roll out of these to mid-2017.

We have also been successful in leading a consortia for Erasmus+ funding on the development of curricula and courses for returned volunteers that will run to mid 2018.

Securing unrestricted funding is a particular challenge. The development of the Solidarity Partnership programme has grown to 16 partners, this is raising critical funding without which key work particularly around the continued engagement of returning volunteers and membership engagement related work would not be possible. Initial progress was made in 2015 with the Solidarity Circle or committed giving campaign amongst Comhlámh members with 30 people having signed up. These are to be further developed in 2016.

Comhlámh has been an organisation that sources the majority of its funding to deliver its strategic objectives from donor funders. The levels of funding from Irish Aid had reached almost 90% before the financial crisis in Ireland. This dependency was not sustainable or viable for the independent and critical association we aim to be. This ratio dropped to 76% in 2015 and will be closer to 67% in 2016.

**Our research
points to over
2,000 people
per annum
going with
VSAs who are
signatories to
the Code of
Good Practice.**

Future Plans Continued.

Development Education and Continuous Engagement

A development education perspective continues to cross-cut all of our work, especially the Code of Good Practice. We will continue to integrate it across all our work including trainings, courses and public engagement. We will work to ensure that Membership groups in Comhlámh can and will provide a platform for those returning volunteers and development workers, to take on justice issues they see as important.

Comhlámh as part of its role in facilitating returnees integration back into life in Ireland and engagement in action for development, will re-invigorate its connections with local development actors, thereby acting as a bridge way for people to work on local and global issues.

2015 edition of the
Code of Good Practice in
Volunteering for Global
Development



Code of Good Practice Signatories

Organisation's Name.	Attainment.
Action Lesotho	Signatory
AEISEC	Signatory
Agape Adventures	Signatory
Ashirbad Society	Signatory
Chernobyl Children's Project International	Signatory
Christina Noble Children's Foundation	Signatory
Development Perspectives	Signatory
Draiocht Society	Signatory
EIL Intercultural Learning	Comprehensive Compliance
Edith Wilkins Foundation	Signatory
Friends of Africa	Signatory
Friends of Londiani Ireland	Comprehensive Compliance
GIVE Ireland	Signatory
Global Emergency Care Skills	Signatory
Global Schoolroom	Comprehensive Compliance
Habitat for Humanity Northern Ireland	Signatory
Habitat for Humanity, Ireland	Comprehensive Compliance
Haven	Signatory
Immunisation 4 Life	Signatory
Irish League of Credit Unions Foundation	Signatory
Irish Rule of Law International	Core Standards
Lámha Suas	Signatory
Mellon Educate	Signatory
Missionaries of the Sacred Heart	Signatory
Music Harvest	Core Standards
Nurture Africa	Core Standards
NUIG VSA Society	Signatory
Operation Smile	Signatory
Pemba Support	Signatory
Salesians Ireland (SAVIO)	Signatory
SCOOP Foundation	Signatory
SERVE	Comprehensive Compliance
Suas Educational Development	Comprehensive Compliance
Tearfund	Signatory
The Hope Foundation	Signatory
Umbrella Foundation	Comprehensive Compliance
University College Dublin Volunteers Overseas	Comprehensive Compliance
Viatores Christi	Comprehensive Compliance
Vincentian Lay Missionaries	Comprehensive Compliance
Voluntary Service International	Signatory
Voluntary Service Overseas	Comprehensive Compliance
Volunteer Missionary Movement (VMM)	Comprehensive Compliance
Zamda	Signatory

"If I could say one thing to other communities" was launched in the Killarney Public Library in June 2015. Arising from a research project by Jerrieann Sullivan, it focused on peoples experiences of challenging the Corrib Gas Project, while making linkages with mining in Latin America.



Member Groups

Group	Staff Support
Trade Justice.	Grainne O'Neill.
Focus Magazine.	James Redmond.
Options and Issues Group.	Roisin Boyle.
Creative Writing Group.	Ruth Powell
Comhlámh Belfast.	Grainne O'Neill.
Palestine/Israel Dev Ed Group.	Hilary Minch
Dympna Meaney Fund.	Susan Collins & Mark Cumming
40th Anniversary Group	Mark Cumming

Sending Agency Working Groups.

Volunteering and Development Education.

Grainne O'Neill.

Staff Support:

Caroline O'Connor (UCDVO), Kevin Murphy (Nurture Africa), Siobhán Hughes (SERVE), Rose Hennessey (Friends of Londiani).

Steering Group for Code of Good Practice Revision.

Philip Mudge.

Staff Support:

Mary Anne Stokes (VLM), Kevin Murphy (Nurture Africa), Agnes Makuru (former volunteer/UCDVO), Sarah Marshall (VSO Ireland), Stephen Cassidy (SUAS Educational Development), Bianca Van Bavel (former volunteer/Irish Forum for Global Health Student Outreach Group), Una Deasy (EIL Ireland), Bryne Gilmore (Irish Forum for Global Health Student Outreach Group), Dervla King (Comhlámh), Mark Cumming (Comhlámh)

Research and Policy Advisory Group.

Staff Support: Siobán O'Brien Green

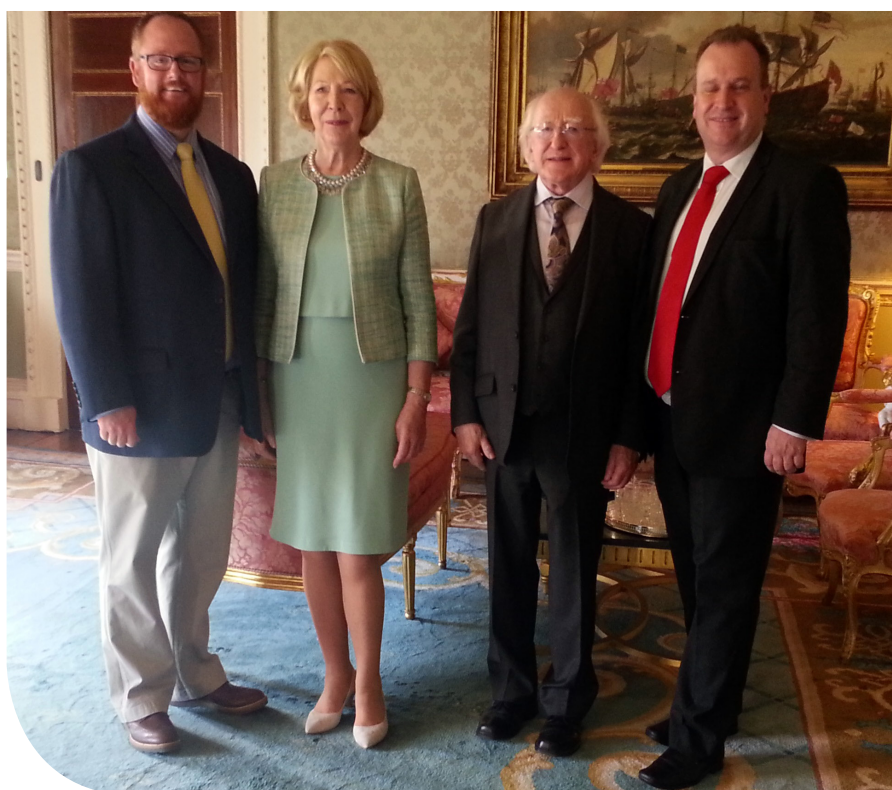
Anne Matthews (Dublin City University), Mags Liddy (University of Limerick), James O'Brien (VSO), Eilish Dillon (Kimmage DSC), Helene Perold (Helene Perold & Associates - South Africa), Sharon Prado (UCD), Dervla King (Comhlámh)

Directors

The Board of Directors and roles since the 2015 AGM were as follows:

Johnny Sheehan	Chairperson (Resigned April 2016)
Katherine Meenan	Vice-chair & Dympna Meaney Fund liaison
Marvin Cassidy	Treasurer
Arthur Gaffney	Staff Liaison Officer
Emer Kerrigan	
Robin Hanan	
Ellen Donnelly	
Lebam Macaw	
Gertrude Cotter	
Niall Byrne	(Resigned November 2015)
Mark Nolan	

President Higgins, Mrs Higgins, Comhlámh staff members Philip Mudge and Alan Hayes celebrate Comhlámh's 40th Anniversary at Aras an Uachtaráin.



John Crowe, Eamon Cullagh and Alison Boyle of Irish Aid, Mark Cumming of Comhlámh, Richard Dictus & Lauren Philips of the UNV at the launch of the 2015 UN Volunteers State of the World's Volunteerism Report.



Staff

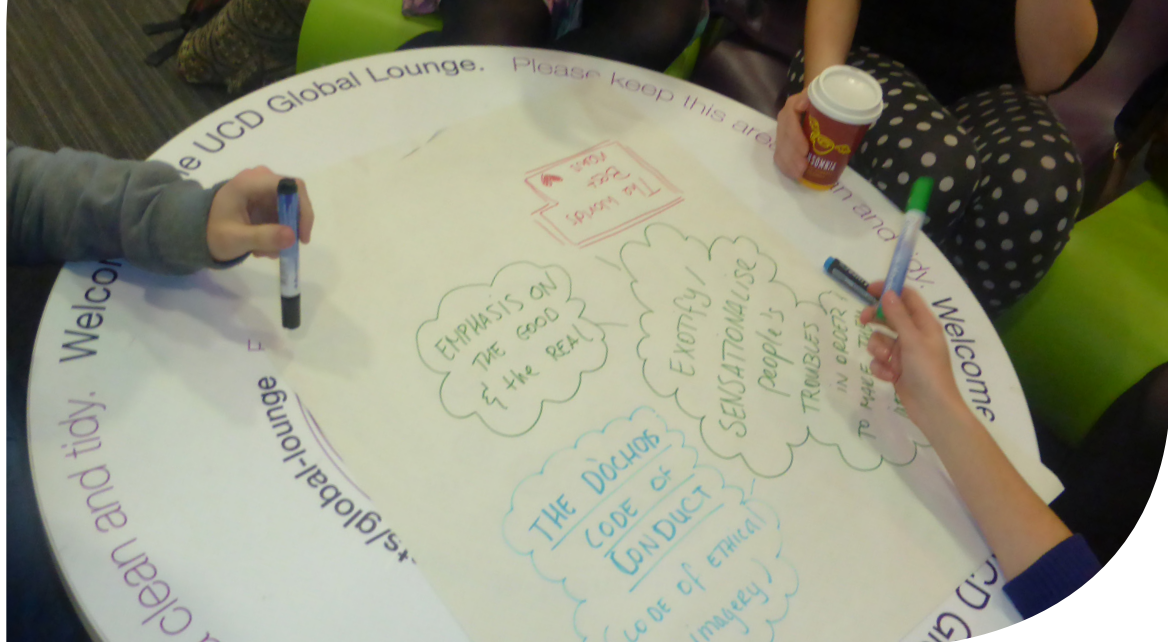
Group	Staff Support
Mark Cumming	Head of Comhlámh (4.5 days)
Dervla King	Programme Manager (4 days)
Elena Garcia	Finance and Admin Manager (4 days)
Susan Collins	Organisation and Programme Support Administrator (3 days)
Róisín Boyle	Training and Education Officer (4 days) resigned March 2015
Alan Hayes	Training and Education Officer (4 days) commenced April 2015
Hilary Minch	Information and Support Officer (4 days) (resigned March 2015)
Ruth Powell	Information and Support Officer (4 days) (commenced May 2015)
Grainne O'Neill	Volunteer Engagement Officer (4 days)
James Redmond	Communications Officer (4 days)
Shannette Budhai	Volunteering Quality Officer (4 days) (maternity leave & career break)
Philip Mudge	Volunteering Quality Officer (4 days) (commenced February 2015)
Siobán O'Brien Green	Research and Policy Officer (3 days) Contract terminated February 2015
Ken Byrne	Receptionist (CCVG) (2.5 days)
Anne-Marie Gallagher	Receptionist (CCVG) (2.5 days)
Robert Carroll	Receptionist (CCVG) (2.5 days)
Eduard Obuf	Receptionist (CCVG) (2.5 days)
Anne-Marie Butler	Communications Intern (Jobsbridge)(resigned June 2015)
Kate O'Donnell	EU Aid volunteer Initiative - Civic Service Intern (commenced Oct 2015)
Tommy Bergin	NUIM Applied Social Studies Student (3 months)
Leo Gilmartin	NUIM Applied Social Studies Student (3 months)

Accounts

	<u>Restricted funds</u>	<u>Unrestricted funds</u>	<u>TOTAL 2015</u>	<u>TOTAL 2014</u>
INCOME AND ENDOWMENTS FROM				
Donations and legacies				
Donations	335	8,310	8,645	2,224
Membership	-	6,156	6,156	6,063
Solidarity circle	-	5,189	5,189	2,250
Solidarity partnership	-	10,762	10,762	3,400
Donated services	37,252	-	37,252	19,688
Members weekend	-	2,777	2,777	-
Charitable activities				
Irish Aid	395,000	-	395,000	395,916
Irish Aid: PSPS and VDW Scheme Payments	55,476	-	55,476	91,093
Trocaire	5,500	-	5,500	6,000
Concern	14,000	-	14,000	-
The Wheel	11,732	-	11,732	-
VSO				11,000
European Commission	45,855	-	45,855	3,210
DEEEP				8,000
Courses and facilitation	-	22,456	22,456	27,117
Admin refunds	11,614	-	11,614	14,339
Sale of resources	-	4,804	4,804	2,290
Other trading activities				
Fundraising	1,298	-	1,298	-
Investments				
Bank interest	-	(1,903)	(1,903)	5,162
Other				
Dympna Meaney Fund	10,831	-	10,831	6,021
TOTAL	588,893	58,551	647,444	603,773
EXPENDITURE ON				
Raising funds	-	8,819	8,819	10,030
Charitable activities	542,136	47,255	589,391	653,453
Other	10,189	-	10,189	-
TOTAL	552,325	56,074	608,399	663,483
NET INCOME/(EXPENDITURE)	<u>36,568</u>	<u>2,477</u>	<u>39,045</u>	<u>(59,710)</u>
RECONCILIATION OF FUNDS				
Total funds brought forward	<u>20,886</u>	<u>93,474</u>	<u>114,360</u>	<u>174,070</u>
TOTAL FUNDS CARRIED FORWARD	<u>57,454</u>	<u>95,951</u>	<u>153,405</u>	<u>114,360</u>

Detailed Directors' report and Financial statements are produced in a report to the Companies Office which is available online at

www.comhlamh.org/annual-reports/



Acknowledgements.

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Dr Patrick O'Donnell and Dr Jimmy Lee for assistance and advice with developing training for students undertaking medical electives.

James O'Brien (VSO Ireland) for his assistance with policy/advocacy work on international volunteering.

Thanks to the following returned volunteers who spoke of their experiences at the Irish Aid Volunteer Fair - Lisa McMahon (VSO), Sarah Burke (UCDVO), Patrick Costello (EAPPI), Stephanie Egan (Global Schoolroom). Thanks to those Comhlámh members who helped out on the day also, Ellen Regan, Nahid Dabiri and Mirren Samper.

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Patty Abozaglo for organising a series of evening sessions with Capacitar practices for self-care for volunteer development workers and activists.

Thanks to all our speakers and moderators at the 2015 series of First Wednesday Debates:

'Water Wars - From El Alto to Edenmore' - Dr. Gemma McNulty, Cat Inglis - Communities Against Water Charges, Dr. Rory Hearne - Lecturer NUIM, Oisín Coghlan - Friends of the Earth, Moderator Karen Jeffares - Peace Brigades International.

The Media: Minority Voices Access and Power' - Oein DeBhairduin - Traveller Activist, Luke Bukha Kasuanga - Anti Racism Network, Dr Gavan Titley - Lecturer NUIM, Moderator Katherine Meenan - Public Affairs Consultant.

The Revolution will not be funded' - Brian Harvey - Independent researcher, Hans Zomers - Dochas, Rita Fagan - Family Resource Centre, St Michael's Estate, Moderator Eilish Dillon - Lecturer Kimmage DSC.

Repealing the 8th' - Nita Mishra - independent researcher, Amel Yacef - Akidwa, Soraya Sobrevia - Migrant Rights Centre, Emily Waszak - Abortion Rights Campaign, Moderator - Councillor Eilis Ryan - Dublin City Council.

Salesforce for the free provision of IT related services.

Thanks

A special thank you to all those who have worked with us as course facilitators over the year in providing pre-departure and post assignment training and debriefing and expert facilitation inputs on the courses and workshops including: Skills in Development Education, Be the Change, Coming Home weekends and a range of other capacity building courses as part of the Training Links programme.

Gert Ackerman, Grace Kelly, Maria Kidney, Gerry O'Sullivan Marie Therese Fanning, Carmel Mulrine, Ciara O'Halloran, Michelle Hennessy, Joanne Sweeney, Janet Horner, Ellen Donnelly, Orla Quinn, Geraldine Quinlan, Laura Kennedy, Lily Murphy, Maeve McCutcheon, Gemma Baker, Nina Sachau, Nora Furlong, Deirdre Kettlewell, Claire Glavey, Jessica Carson

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Partnerships.

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The Peoples Movement, ATTAC Ireland, An Taisce, Centre for Global Education, Ceartas - Irish Lawyers for Human Right, Comhlámh Trade Justice Group, Debt and Development Coalition

**The launch of the UN,
State of the World's
Volunteerism report in
Nov 2015**



Ireland, Environmental Pillar, Euro-Toques, Fracking Free Ireland, No Fracking Dublin, Presentation Justice Network, Trade Union Left Forum, We're Not Leaving, Young Friends of the Earth, Trócaire

We would like to thank our partners in the DEEEP project with whom we successfully launched 'From Volunteers to Active Citizens' – a publication that has been the result of a pan-European collaboration through sharing best practice of development education in volunteering, through the design and production of a common curriculum. APS (Spain), Deineta (Lithuania), GVC (Italy), INEX (Czech Republic), Volunteurope (Europe-wide/ UK) and Zavod Volontariat (Slovenia)

Finally we would like to acknowledge our programme partnerships with France Volontaires and La Guilde du Raid as part of the EU Aid Volunteering Initiative technical assistance and capacity building programmes.

Rose from "Friends of Londiani" meeting with 4th year medical students from NUI Galway before their departure to Kenya this summer. Comhlámh supported NUI Galway in delivery of their pre departure training





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