

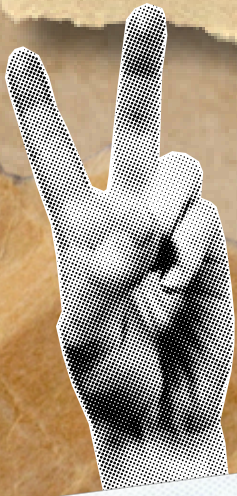


Comhlámh
GLOBAL SOLIDARITY IN ACTION



Annual Report

2025



Established in 1975, **Comhlámh** is the **Irish Association of International Development Workers and Volunteers**. As a membership organisation, we build and mobilise community around global justice issues. Comhlámh nurtures and supports work for change, locally and globally, and advocates for a world beyond injustice.

Comhlámh has 50 years of experience in solidarity-based engagement that addresses the most pressing issues of our time. We support people and organisations to mobilise for global justice, including through values-led volunteering, humanitarian responses, and active citizenship. All of Comhlámh's work is underpinned by a commitment to Global Citizenship Education (GCE), which deepens understanding of the structural causes of inequality and unsustainability, as well as the connections between local and global challenges. Overall, Comhlámh provides a unique and vital space to work in solidarity with others towards a shared goal of a world beyond injustice.

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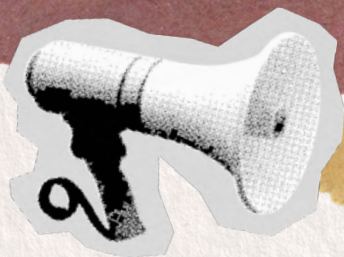


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SCAN TO DONATE



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Getting active in
Comhlámh
A members' handbook

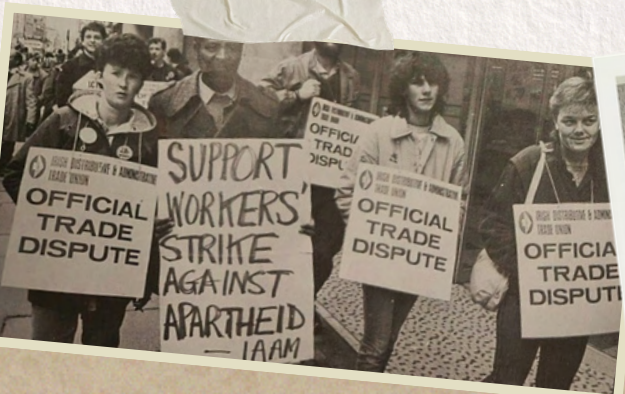
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Comhlámh
The Irish Association of Retarded Development Workers
10 Upper Canada Road, Dublin 2. Tel: 01-272 2781 Fax: 01-272 2781
Telex: 310000 Comhlámh IE. Email: comhlamh@eircom.net
Working in global solidarity since 1975

an Ticket



The Comhlámh contingent

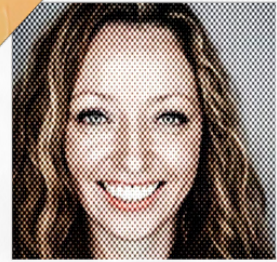


Our chairperson gets the '83 debates under way.
P. J. Howell (Chair.) with Doireann Ni Bhriain.



Executive Committee Members 1998 - 1999

Foreword from our Chairperson



Niamh Phelan
Chairperson

Dear Members and Supporters of Comhlámh,

2025 marked a landmark year for Comhlámh as we celebrated our 50th anniversary while continuing the implementation of our strategic plan, Global Solidarity in Action 2023–2028. This year, we focused on embedding values-led volunteering practices, strengthening capacity across Volunteer Sending Agencies (VSAs), and amplifying member-led solidarity activism.

Key achievements in 2025 include:

- Strengthened Thought Leadership: fostering reflection and dialogue on transformative volunteering and global solidarity.
- Capacity Building and Learning: training and supporting VSAs, educators, youth workers, and volunteers across Ireland.
- Member-Led Solidarity Action: supporting our member groups in campaigns and educational initiatives for global justice.
- Policy Influence: contributing to the National Volunteering Strategy and national/international policy conversations.
- Public Engagement: reaching over 1,200 participants through workshops, webinars, and in-person events, including a milestone 50th anniversary event.

2025 also brought a significant development in our **relationship with Irish Aid**. Following a review of our work, Irish Aid decided to gradually phase Comhlámh out of funding under the Civil Society Unit. This will reduce funding from €400,000 per year to €200,000 in 2026, and €100,000 in 2027, with the partnership concluding in June 2027. While this presents a major challenge for the organisation, we are actively responding by seeking to diversify income streams, strengthening partnerships, and implementing sustainable funding strategies to safeguard our work and impact into the future. At the same time, we are pleased to note that Comhlámh will be eligible to apply for the Global Citizenship Education Grant, providing a potential new avenue through Irish Aid to support our education and training work and continue advancing values-led volunteering.

Our work would not be possible without our funders, partners, and supporters, particularly Irish Aid, The Wheel, European Commission, Shared Island Civic Society Fund, Imagine Belfast, Communicating Europe Initiative, Concern Worldwide, and other supporters. To all our members, volunteers, staff, and partners, we thank you for your dedication to global justice and solidarity.

Niamh Phelan
Interim Chairperson

REPORT INTRODUCTION



Dr Caroline Murphy
CEO

Dear Members and Supporters of Comhlámh,

As we reflect on 2025, I am deeply grateful to all of you, members, volunteers, staff, and partners, who have stood with us in solidarity and learning. This year marked our 50th anniversary, a milestone that gave us space to pause, reflect, and honour the decades of collective effort that have shaped Comhlámh.

Looking back over fifty years, we are reminded of the countless ways people have contributed to this community. From attending seminars, campaigns, and public meetings to packing newsletters, organising events, and marching for justice, every action has been part of a shared commitment to solidarity, learning, and transformative change. These experiences highlight what it means to be part of Comhlámh. It is a place that challenges assumptions, nurtures reflection, encourages growth, and works actively for justice locally and globally.

In a world of growing complexity, uncertainty, and injustice, our focus continues to be on nurturing thoughtful engagement, enabling member-led solidarity action, and supporting values-led volunteering. The energy, dedication, and insight of all those we encounter remind us that our work is not about individual achievement but about creating spaces where learning, reflection, and collective action can flourish. This year has also reminded us of the importance of adaptability and resilience. Change, whether in our environment or partnerships, calls for reflection, collaboration, and humility. As an organisation, we continue to learn, strengthen connections, and seek ways to respond responsibly to the challenges of the present and future.

I want to express my heartfelt thanks to everyone who contributes to Comhlámh's mission. Your dedication, care, and willingness to act in solidarity are the foundations of our work, and they inspire all of us to keep learning, evolving, and striving for a more just and connected world.

Thank you for standing with us.

Dr Caroline Murphy, CEO.

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Words on Comhlámh's 50th anniversary

You drank cups of Trade Craft instant coffee from Tanzania.
You put magazines out into the world every 3 months.
You attended public seminars that stressed the similarities rather than differences between Ireland and the so-called Third World.
You gained life-long friends.
You grieved for friends you lost.
You attended First Wednesdays, Last Thursdays, First Fridays, hikes on Sunday.
You marched against apartheid.
You were active in Cork, Galway, Donegal, Kilkenny, Cavan, Wexford, Belfast and Limerick.
You knew Eustace Street, Baggot Street, Camden Street, Aston Quay, Parliament Street.
You helped pack Comhlámh News, Third World Now, Focus.
You marched against US foreign policy.
You campaigned for more overseas development aid.
You attended autumn public meetings, spring seminars, development forums.
You were an officer, a member, a co-ordinator, receptionist, administrative assistant, treasurer, a secretary, a chair, a fieldworker, an assistant, a project worker.
You organised pub quizzes for Central America week.
You made banners and placards on the floor alongside others.
You were part of a Coming Home Weekend.
You organised office keys and post boxes for info and support groups set up for Guatemala, Kurdistan, Cambodia, Burma, Congo, and Nicaragua.
Also, for the Irish Mozambique group, MASI, ARASI, Irish Syria Solidarity, Irish Housing Network, Cooking for Freedom, Banulacht.
Also, Irish black and migrant women, Sli Eile, Dublin 4 Gaza and the Irish Marxists; Also, PBI, ARN, Friends of Freedom Theatre in Ireland, Basic Income Ireland, Afghan Social Cultural Centre, Attac Ireland, Irish Feminist Network, The Afghan Times, Refuge for Refugees Ireland.
You marched for trade justice.
You attended weekends away in Glencree, Baltinglass, Cranagh Castle, Westport, Newcastle, Kinsale, Dingle, Doolin and Halloween Hoolies.
You were part of refugee solidarity that looked like late night huddles, trips to the beach and policy campaigning.
You marched for a free Palestine.
You were part of programmes called "the world on our doorstep", "bringing it all back home", "living in one world", "resourcing solidarity".
You had your mind changed.
You had your assumptions challenged.
You had your ideas tested.
You enjoyed, you grew.
You were part of a place; you are part of a place:
That strives to make and remakes community,
That stands for critical voice in solidarity with others,
That yearns for more justice and transformation,
That doesn't have all the answers,
That is active locally,
That is thinking globally,
That is Comhlámh.



50 YEARS OF SOLIDARITY

How we celebrated

'Comhlámh in Stories' publication

Comhlámh in Stories was created for our 50th anniversary, bringing together reflections, anecdotes and snapshots from members, volunteers, staff, partners and friends. From quiet moments to major turning points, it captures the spirit, solidarity and shared history that make Comhlámh what it is today. Explore 50 years of Comhlámh through the voices of those who lived it.



Anniversary Art Piece

Comhlámh in 50 Words: Celebrating 50 Years of Solidarity in Action, 1975-2025 by Sanaa El Habbash



Anniversary Videos



160 Years of Solidarity Anniversary Celebration Night

Down Memory Lane with Comhlámh, Afri & VSI



Anniversary Page



Anniversary Events & Photo Galleries

SCAN QR OR VISIT:

www.comhlamh.org/50anniversary/



Who we are and what we do

Our identity – who we are

Established in 1975, Comhlámh is the Irish Association of International Development Workers and Volunteers. As a membership organisation, we build and mobilise community around global justice issues. Comhlámh nurtures and supports work for change, locally and globally, and advocates for a world beyond injustice. In 2025, we celebrated 50 years of solidarity-based engagement that has addressed the most pressing issues of our time. We continue to support people and organisations to mobilise for global justice, including through values-led volunteering, humanitarian responses, and active citizenship. All of Comhlámh's work is underpinned by a commitment to Global Citizenship Education (GCE), which deepens understanding of the structural causes of inequality and unsustainability, as well as the connections between local and global challenges. Overall, Comhlámh provides a unique and vital space to work in solidarity with others towards a shared goal of a world beyond injustice.

Our vision

Our vision is of 'people together imagining and activating new possibilities for a world beyond injustice.'

Our mission – what we do

Our mission is to nurture and support the work for justice locally and globally. As we grapple with a rapidly changing global context, Comhlámh believes there is a pressing need for transformative models that create space for inquiry, for exploration of the complex, interdependent and unequal world of which we are part, and for the envisaging of a more just and sustainable future for all. We aim to provide the spaces needed to nurture transformative thinking, practice, and action, which are key to establishing the conditions from which new possibilities for action and change can emerge.

To achieve this mission

Together with our community, we are committed to achieving local and global justice through cultivating:

- A solidarity-based movement that draws on our history to create new responses to the unprecedented challenges the world is facing.
- The skills, dispositions, and stamina to stay involved in generating opportunities for change at a time of deep uncertainty and challenges.

Comhlámh believes that by providing the space for people to come together to collaborate, learn and share, ideas and possibilities for achieving common goals will emerge.

IVY 2026 launch



Our community

- Volunteer Sending Agencies (VSAs) and organisations that
- support Comhlámh's Code of Good Practice
- People who volunteer, work, or act in solidarity with communities in the Global South
- Comhlámh members, member groups and their audiences
- Migrant solidarity responders and humanitarian responders
- The Irish national volunteering sector
- National and international networks, social movements, educators, institutions, and groups working to achieve local and global justice





How we work

In partnership with our community, our work includes:

- Strengthening values-led volunteering from Ireland through supporting an active and critically engaged volunteering sector with the knowledge, skills and dispositions to respond to injustices and unsustainability in ways that are rooted in solidarity
- Through depth education and training, nurturing practice to embed transformative change across the volunteering sector and beyond
- Engaging with returned volunteers, humanitarian responders and development workers to support their ongoing learning, reflection, and solidarity-based work for global justice
- Collaborating with national and international organisations, networks, and academic centres interested in GCE, volunteering, active citizenship and local-global justice to broaden and deepen thinking and practice
- Through strategic partnerships and networks, influencing policy at national and international levels, to gain and share experience from Ireland.
- Harnessing the energy of our communities of engagement and the wider public to engage in long-term action on global justice issues, informed by critical reflection and learning.

Across all work, we are motivated by the following values:

RESPECT:

openness and flexibility in the way we think and act. This involves compassion, empathy, humility, and having a reflective and critical awareness of ourselves and others and of structures and systems.

INTEGRITY:

honesty, fairness, transparency, and accountability in everything we do.

SOLIDARITY:

taking longer-term action in mutually supportive relationships on issues identified by those most affected. This is premised on interconnectedness and interdependence, and involves a critical voice, a recognition of power differentials and acting together for positive change.

ECOLOGICAL SUSTAINABILITY:

understanding ourselves as integrated with and impacting on the environment - recognising and acting on our individual and collective responsibility in this regard.

Legal and administrative information

Comhlámh: Development Workers and Volunteers in Global Solidarity Company Limited by Guarantee, is a company limited by guarantee and not having a share capital; it is a registered charity and is governed by a voluntary board.

The Board of Directors

The following were members of the Board for 2025:

Niamh Phelan, (Interim Chair)

Morgane Clarke (Chair resigned 2nd December 2025)

Gavin Timlin (Interim Treasurer between 9th June 2025 – 2nd December 2025, remains on Board)

Aideen Elliott

Karen Jeffares

Omolola Morenike Ade-Onojobi, (Staff Liaison Officer)

Edith Chukwu

Abdulai Mansaray

Una Owens (Treasurer, resigned 9th June 2025)

Glenn Bradley (Treasurer, appointed 2nd December 2025)

Kevin O'Leary (appointed 2nd December 2025)

Company Secretary:

Morgane Clarke (until 2nd December 2025);

Kevin O'Leary (from 2nd December 2025)

Staff:

Chief Executive Officer: Dr Caroline Murphy

Programme Manager: Dervla King

Finance Manager: Elena Garcia

Finance and Administration Assistant: Silvana Socci

Solidarity and Capacity Development Coordinator:

Fiachra Brennan

Education and Outreach Coordinator: Bronwyn April

Training and Education Coordinator: Sive Bresnihan

Communications Coordinator: Aga Wiesyk

Receptionist: Jose Vanegas



Dr Caroline Morphy, CEO (middle), with Board Members - Edith Chukwu (L) & Niamh Phelan (R)

Registered office:

12 Parliament Street, Dublin 2.

Auditor:

RBK Business Advisers, Chartered Accountants and Statutory Audit Firm,
Termini, 3 Arkle Road, Sandyford, Dublin 18

Bankers:

Permanent TSB, 70 Grafton Street, Dublin 2.

Solicitors:

Partners at Law, 8 Adelaide Street, Dun Laoghaire, Co. Dublin.

Revenue charity number:

CHY7680

Charities regulatory authority number:

20017514

Companies registration office number:

83283

50 YEARS



Comhlámh Team 2025

Director's Report

to the Members of Comhlámh Development
Workers and Volunteers in Global Solidarity,
CLG

SILENCE
IS
VIOLENCE

The directors are pleased to present their report and the audited financial statements of Comhlámh – Development Workers and Volunteers in Global Solidarity Company Limited by Guarantee (“Comhlámh”) for the year ended 31st December 2025. We wish to acknowledge the support and partnership of our principal donor, Irish Aid. We also acknowledge our other donors: The Wheel, European Commission, Shared Island Civic Society Fund, Imagine Belfast, Communicating Europe Initiative and Concern Worldwide. We also take this opportunity to honour the members of the Association for all their initiative, creativity, and hard work in working for our shared objectives.

In 2025, Comhlámh marked **50 years of solidarity in action**, a legacy rooted in activism, learning, and global justice. This anniversary year was a chance to pause, look back with gratitude, and celebrate the people and movements that have shaped Comhlámh across five decades: members, volunteers, staff, partners, and friends, and the shared spirit that has carried us through our ups and downs. Celebrations began with our **“Reeling in 50 Years” social event** in April. More than 90 people joined us in our office at 12 Parliament Street for an open evening of connection and reflection. We were humbled to be joined by so many who shared memories from every decade of our existence, including founding members who first got involved in the early 1970s.

In June, 50 staff, board, members, partners and friends of Comhlámh were invited by President of Ireland Michael D. Higgins and Sabina Higgins to join a **Garden Party in Áras an Uachtaráin**, celebrating Global Solidarity and the UN Sustainable Development Goals. We were truly honoured that both the MC, John Creedon, and President Higgins himself acknowledged Comhlámh and our 50th anniversary – a proud moment for us all.



Reeling in 50 anniversary event



160 Years of Solidarity event

And to end the year, we marked **160 Years of Solidarity** with Afri, who also turned 50, and VSI, who turned 60, through a celebration held on International Volunteer Day, December 5th. More than 250 people turned up to fill the Rotunda's Pillar Room with friendship, memory and hope. Speakers and performers explored our rich collective history, alongside a specially curated "Objects of Solidarity" exhibition that showcased artefacts and publications from our shared histories. A video that captures moments from our collective 160 years of history, as well as a recording of speeches and performances from the night, convey a sense of the people and movements that have shaped decades of activism, community and connection from Ireland.

Alongside these celebrations, Comhlámh continued to advance our strategic plan, focusing on values-led volunteering, strengthening capacity, policy engagement, and supporting member-led solidarity action.



Comhlámh at the Garden
Party in Áras an
Uachtaráin

Some key achievements:

Member groups:

In 2025, Comhlámh's member groups continued to lead solidarity activism that connected people and movements locally, nationally, and internationally.

Responding to the ongoing genocide in Gaza, the **Justice for Palestine Member Group** mobilised public and workplace solidarity through marches, demonstrations, and the Irish premiere of *Prisoners of the Occupation*, amplifying Palestinian voices and experiences through political theatre.

The Access to Medicines Member Group focused on global health, convening NGOs, health professionals, academics, and civil society to respond collectively to the health impacts of U.S. policy changes.

The Trade Justice Member Group stood in solidarity with affected communities worldwide through collaboration with the Irish Coalition for Business and Human Rights and Trócaire, advocating for stronger Irish legislation to address gaps in the EU Corporate Sustainability Due Diligence Directive.

The Ireland Says Welcome Member Group continued to welcome and advocate for people escaping war, persecution, and poverty, including through a highly successful Culture Night that fostered cultural exchange and social connection.

Solidarity was also embedded in long-term movement building through the **Dympna Meaney Women's Leadership Development Fund**, which supported women and girls in the Teso sub-region of Uganda to strengthen their skills, confidence, and leadership capacity, reinforcing collective agency and global human rights leadership.

Performer at the Culture Night



Strengthening values-led volunteering from Ireland:

Through our Code of Good Practice for VSAs, holistic review process, working groups, and tailored capacity development programme, we supported 25 organisations to shape and embed values-led, transformative volunteering practices.

Global Influence on Volunteering Standards and Practice:

Our work from Ireland contributed to the revised Global Volunteer Standards – particularly on child-safe volunteering and safeguarding – and to the Global Call for Action on the Future of Volunteering, culminating in our hosting of the Irish launch of the UN's International Year of Volunteers for Sustainable Development (IVY 2026).

Advancement of Child-Safe Volunteering and Global Care Reform:

We continued to lead the End Orphanage Volunteering campaign (EOVC), influencing national travel advice and educating students and professional sectors on child-centered care reform that amplifies the voices of care leavers from the Global South.

Depth Education and Training:

Through in-person and online workshops, we connected with more than 700 people from many backgrounds, all with an interest in developing skills and dispositions for solidarity-based global citizenship. Our training ranged from one-off sessions to ongoing mentoring, support and continuing professional development – learners included students, non-formal educators, intercultural workers, third level academics, global health practitioners, volunteers, activists, migrant solidarity responders, development and humanitarian workers, and many more.

Public engagement around the island of Ireland:

Through arts-based evenings, cultural events, online workshops, and information stalls, we encouraged people to explore pressing issues such as decolonisation, racial justice, solidarity with Gaza, and pushing back against misinformation around migration. We continued to provide support and community for returned volunteers and development workers, through regular social events that encouraged people to meet in an informal setting, connect with each other and get involved in Comhlámh's activities.



Aga Wiesyk & Fiachra Brennan
representing Comhlámh at TU
volunteering fair

2025 in numbers:

Capacity Building

8

trainings

tailored training workshops

25

VSAs

trained

40+

people

staff, board members, and volunteers, who shared learning with over 800 international volunteers

92%

of participants

reported mainstreaming learning across their organisations to improve values-led volunteering practices

Public Engagement

12

events

4 online,
8 in-person

1500

people

reached, deepening their engagement with solidarity-led global justice

80%+

of learners

reported improved knowledge, understanding and interest in global citizenship and action for change

Depth Education & Training

700+

learners

6

advanced programs

90%

of learners

87%

of learners

18

courses

"training-of-trainers" programs, equipping individuals and educators with the knowledge, skills, and values to act for solidarity-based global citizenship

reported increased knowledge of values-led international volunteering and global citizenship;

reported new knowledge, skills, and values to support solidarity-based global citizenship

Educational Resources

9

new resources

developed, including online courses, training manuals, and videos

100+

strategic partners globally

received these resources, driving interest in long-term action for global change.

Policy & Practice

Comhlámh contributed substantially to achieving Objective 4 of the National Volunteering Strategy during its final year; hosted an online national dialogue on the future of volunteering in partnership with Volunteer Ireland in addition to hosting the Irish launch of the UN's IVY 2026.

2025 in words

(...)the evidence throughout the submission paints a picture of an organisation not only deeply committed to quality practice in Development Education (DE)/GCE but also open, willing and courageous enough to aspire to continuous improvement. Many of the initiatives undertaken and resources developed by Comhlámh are of great benefit to many organisations".

"(...)it shows that real change in education starts with how we relate – to ourselves, to each other, and to the systems we are entangled in", "I felt encouraged to be brave about not being sure in a space where being sure and knowing what you are doing/saying is expected."



UCDVO Be the Change course participants

"The training really made me think about my own background, my own story and also made me realise that my own 'backpack' was actually a strength" and "I feel it's a great opportunity to link in with other organisations working in the same space and that we have built up trust and respect for each other over these past few weeks which is great for keeping the work going".

I would love to highlight the invaluable collaboration and generosity of the End Orphanage Volunteering Working Group members, together with the platform provided by the Comhlámh secretariat, to work together to see a mindset change, on the issue of volunteering in orphanages, and the institutionalisation of children in the Global South. A huge amount has been achieved through the collaboration, which I believe would not otherwise have been possible. The work and 'way of working' of the EOVLWG has not gone unnoticed internationally, with Ireland's activism being cited as a case study by ECPAT, for example. There is more to do, and I look forward to continuing the collaboration."

"The discussions helped me connect global issues to local action and gave me more confidence to talk about injustice and solidarity with others."



Seeding Change course participants

"the pre-departure training and workshops were incredibly helpful in preparing me, not just for the logistical side of the trip, but also the emotional and ethical complexities" and "our global citizen education sessions were invaluable to me... I had never questioned what it meant to be a "good" volunteer, but the GCE sessions encouraged me to reflect introspectively, to challenge my preconceptions and to question how I see the world."

OBJECTIVE 1

Shape Thinking

**We will create the space to
nurture and support
transformative thinking.**

**In shaping thinking we aim
to build:**

- An innovative, engaged, and resilient values-based movement providing thought leadership.
- A diverse and inclusive body of knowledge shaping and contributing to transformative thinking.
- Exploratory, experimental, and collective initiatives working to influence policy and key decision makers.



Im Chetra, Executive Director of M'lup Russey Organization (Cambodia) speaks at the safeguarding event for VSAs

2025 saw us:

- **Convene dialogues, workshops, and global forums** that explored the evolving role of international volunteering and fostered critical reflection on its ethical, social, and political dimensions.
- **Strengthen thought leadership** through research, publications, and events that integrate emerging issues including child-safe volunteering, decolonisation, power dynamics, and ecological sustainability.
- **Deepen collaboration with academic institutions and GCE partners** (Maynooth University, TU Dublin, UCD, TCD, Goldsmiths – University of London, Northumbria University, SOAS, Kings College London) to share knowledge and support transformative practice.
- **Centre the voices of partners from the Global South** in shaping learning, policy recommendations, and training resources, including expertise from Cambodia, Palestine, Sierra Leone, Zimbabwe, and the Philippines.
- **Build collective understanding and dialogue** across sectors on challenging topics, including ethical communications, anti-racism, solidarity-based volunteering, and the systemic impacts of voluntourism.
- **Facilitate participation in global volunteering** initiatives and forums, including the Global Volunteering Forum, ECPAT, Volonteuropa, and the Erasmus+ programme, to share Ireland's good practice internationally and influence global standards.

Palestinian Film Festival



E-Tick Launch

OBJECTIVE 2

Shape Practice

**We will create the space to
nurture and support
transformative practice.**

**In shaping practice we aim
to build:**

- Practice that supports transformative change embedded across the volunteering sector.
- Recognition of GCE as crucial to establishing conditions for learning and transformation and applied across practice.
- An active and critically engaged volunteering sector with the knowledge, skills, dispositions, and stamina to respond to injustices and unsustainability in ways that are rooted in solidarity.



2025 saw us:

- **Deliver tailored training programmes and workshops for our Code network**, engaging staff, volunteers, and boards of 25 organisations to strengthen skills in ethical communications, safeguarding, ecological sustainability, AI and non-profits, inclusive practice, and power.
- **Nurture values-led volunteering** by embedding the revised Code of Good Practice across member organisations, using the Holistic Review process, mentoring, and communities of practice to support continuous organisational improvement.
- **Foster peer-to-peer learning and sectoral networking** through peer support collaborations and working groups on safeguarding, EOVC, and development education, fostering genuine co-creation of good practice.
- **Support transformative pre-departure and return volunteer training**, including GCE, child-centred care, intercultural awareness, and solidarity-based action, ensuring volunteers develop critical reflection and practical skills.
- **Develop new training resources and multimedia content** (Collective Care/Gestalt resource, child-centred care videos, event recordings) to enhance sector-wide capacity for values-led, inclusive, and ethical volunteering. This included online spaces, self-study resources, and digital events to support reflective practice and continuous learning, such as the E-TICK, Resourcing Solidarity, and Where Do I Start? courses.



Code of Good Practice and its resources through the years



Participants of the Peer Support Meeting

2025 saw us (cont.):

- **Strengthen organisational capacity in response to external pressures**, including strategic fundraising, use of AI, and addressing power imbalances in international volunteering.
- **Develop and facilitate workshops for educators and youth trainers**, enhancing their ability to embed GCE in daily practice, fostering transformative learning environments.
- **Integrate learnings from Global South partners and case studies** into training and organisational practice, ensuring international expertise informs local and national practice.
- **Advance child-safe volunteering** by supporting the End Orphanage Volunteering Campaign across multiple sectors, including second- and third-level education, health and medical, and international development networks.
- **Expand online spaces, self-study resources, and digital events** to support reflective practice and continuous learning, including E-TICK, Resourcing Solidarity, and Where Do I Start? courses.
- **Support experimental and collaborative policy work** influencing global volunteering standards, particularly the Global Volunteering Standard (GVS), and contributing to child-centered care reform.



Valerie Philpott, Safeguarding Advisor at Mísean Cara, speaks at the 'Beyond Good Intentions' safeguarding event for VSAs

OBJECTIVE 3

Shape Action

**We will create the space to
nurture and support
transformative action.**

**In shaping practice we aim
to build:**

- Diverse, active, and sustained Comhlámh membership and member groups thriving, learning, and acting for change.
- A critical and reflexive public discourse engaging target groups, social change movements, and their audiences.
- An ecosystem of care directly and indirectly nurturing and supporting new expressions of global solidarity.



The opening night of the 'Prisoners of the Occupation' play produced by the Comhlámh Justice for Palestine member group

2025 saw us:

- **Expand public engagement** through in-person events, online workshops, cultural and arts-based programming, fostering awareness, reflection, and dialogue on global justice and solidarity.
- **Advance child-safe volunteering** by supporting the End Orphanage Volunteering Campaign across multiple sectors, including second- and third-level education, health and medical, and international development networks.
- **Strengthen ecosystems of care and peer support for returned volunteers** through Volunteer Development Worker (VDW) and Public Service Pension (PSPS) schemes, ensuring safe, reflective, and sustainable volunteer engagement.
- **Promote member-led advocacy and activism** through campaigns on child-safe volunteering, ethical communications, global citizenship, and decolonisation.
- **Leverage media, online platforms, and newsletters to amplify values-led narratives** and support public understanding of volunteering's role in systemic change.
- **Partner with national volunteering networks** to integrate values-led principles into wider volunteering practice and National Volunteering Strategy consultations.
- **Celebrate and sustain collective action** through 50th anniversary events, engaging volunteers, members, and stakeholders in reflective and forward-looking discussions on solidarity and action.

Hague Group Now campaign,
petition delivery



A key part of our work to shape action was expressions of solidarity activism from our member groups. This included values-led activism and campaigning at local, national, and international levels.

The Access to Medicines Member Group (ATM)

has made significant strides in promoting global health equity. The group continues to meet regularly and is actively working on initiatives to support health and development NGOs, health professionals, academics, and civil society groups in response to the global health consequences of recent U.S. policy changes.

The Trade Justice Member Group

continued its collaboration with the Irish Coalition for Business and Human Rights (ICBHR) through Trócaire, focusing on advocating for robust national legislation to address gaps in the EU's Corporate Sustainability Due Diligence Directive (CSDDD). The group aims to apply pressure on the Irish government to introduce ambitious and comprehensive legislation that will address the gaps and weaknesses in the EU's CSDDD.

The Ireland Says Welcome Member Group

continued to work on its vision of a welcoming, participatory, and inclusive Ireland for those escaping war, persecution, and poverty. This year saw the group promote cultural and social engagement of new communities in Ireland through hosting a very successful Culture Night event in September.

The Justice for Palestine Member Group (J4P)

has continued to organise and support a variety of impactful events, including national marches, solidarity demonstrations, and workplace actions in support of Palestine. 2025 saw the group present the Irish premiere of Prisoners of the Occupation – a gripping and thought-provoking political theatre piece created in collaboration with Palestinian political prisoners.

The Dympna Meaney Women's Leadership Development Fund

continued to work to connect women leaders from the Global South with skills building opportunities to strengthen their contribution to global human rights. For 2025, funds have been allocated to support the implementation of the project "Empowering Women and Girls in Teso through Vocational Training and Leadership Development", supporting four women and girls from the Teso Sub-region of Uganda to participate in this programme, strengthening their skills, confidence, and capacity as community leaders.

Q&A session after the Justice for Palestine MG's 'Prisoners of the Occupation' play



"Reclaiming Irish Flag" artwork commissioned by Ireland Says Welcome group presented by its author, Sanaa El Habbash, and Niamh Flynn (Ireland Says Welcome MG)

Future Plans

2025 marked the third year of the delivery of our strategic plan, Global Solidarity in Action 2023-2028. In 2026, we will continue to advance this plan, mindful of the ever-changing external context in which Comhlámh is working.

Some areas we have prioritised for 2026 are:

Training and Education:

Continue to respond to the increasing need for depth education work that supports learners to think critically about global issues and move beyond quick answers to engage more deeply with the world around them.

Member Support and Solidarity Activism:

Continue providing support and guidance for member groups, fostering collaboration and collective action. Through shared reflections on justice, connection, responsibility, and change, support and sustain the solidarity that has been at the heart of Comhlámh's work since it was set up.

Embedding Standards-Based Volunteering for Sustainable Development:

Support VSAs to integrate the Code of Good Practice into operations, policies, and strategic planning, ensuring volunteers are well-prepared, supported, and engaged in reflective practice. Strengthen VSAs' capacity to self-regulate and uphold high standards beyond Comhlámh's direct involvement.

Mobilising Public Engagement:

Support our members, wider community, and anyone with an interest in global justice to take informed action for change, developing more thoughtful and accountable ways of being in our complex and unequal world.



Dr Chris Millora, Goldsmiths University of London, launches the International Year of Volunteers for Sustainable Development 2026 (#IVY2026) and shared the new Insights Paper and Global Call to Action on the Future of Volunteering

Policy and Advocacy:

Contribute to national and international policy around IVY 2026, engaging with Volunteer Ireland to strengthen collaborations for values-led volunteering, including through our membership of the IVY National Focal Committee.

International Collaboration:

Co-lead initiatives with national and international partners; share Ireland's values-led volunteering practice globally.

Management of VDW and PSPS Schemes:

Continue administering the VDW and PSPS schemes on behalf of Irish Aid.

50th Anniversary Legacy:

Expand public engagement, celebrate achievements, and amplify global solidarity efforts.

Funding Sustainability:

Respond to changes in Irish Aid funding by diversifying income streams, strengthening partnerships, and implementing sustainable funding strategies. Comhlámh will also be eligible to apply for the Global Citizenship Education Grant to continue supporting education and training programmes.



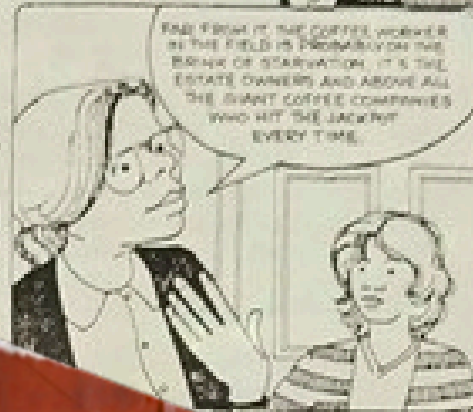
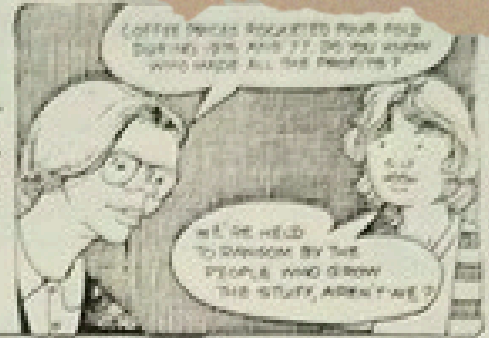
Jose Vanegas, speaking on behalf of Comhlámh at the '160 Years of Solidarity' anniversary event with Afri and VSI



Fiachra Brennan, Comhlámh, facilitates a workshop at the launch of IVY 2026

...coffee, pure instant coffee
...ania - it's a REAL alternative -
you can also buy ground coffee from Tanzania &
Nicaragua and tea and tea bags from Sri Lanka.

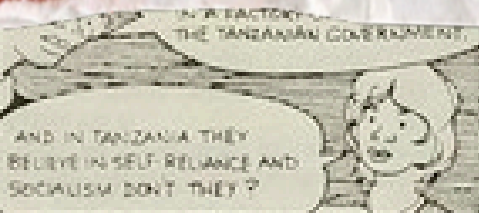
SELL it to your friends,
relations, at work,
on your street, in
your club - if you sell only
one bag per week for one year it
means an extra £25 of badly
needed foreign exchange for Tanzania!



**ITS
TIME
FOR**

Financial Review

- change
begins
with
YOU!



YES, THE PEOPLE IN THE
POORER PARTS SHARE IN
THE WEALTH OF THE
WHOLE NATION AND
BEING ORGANISED IN
CO-OPERATIVES
ENABLES THE
FARMERS TO GET
LOANS FOR
FERTILISERS
AND NEW SEEDS



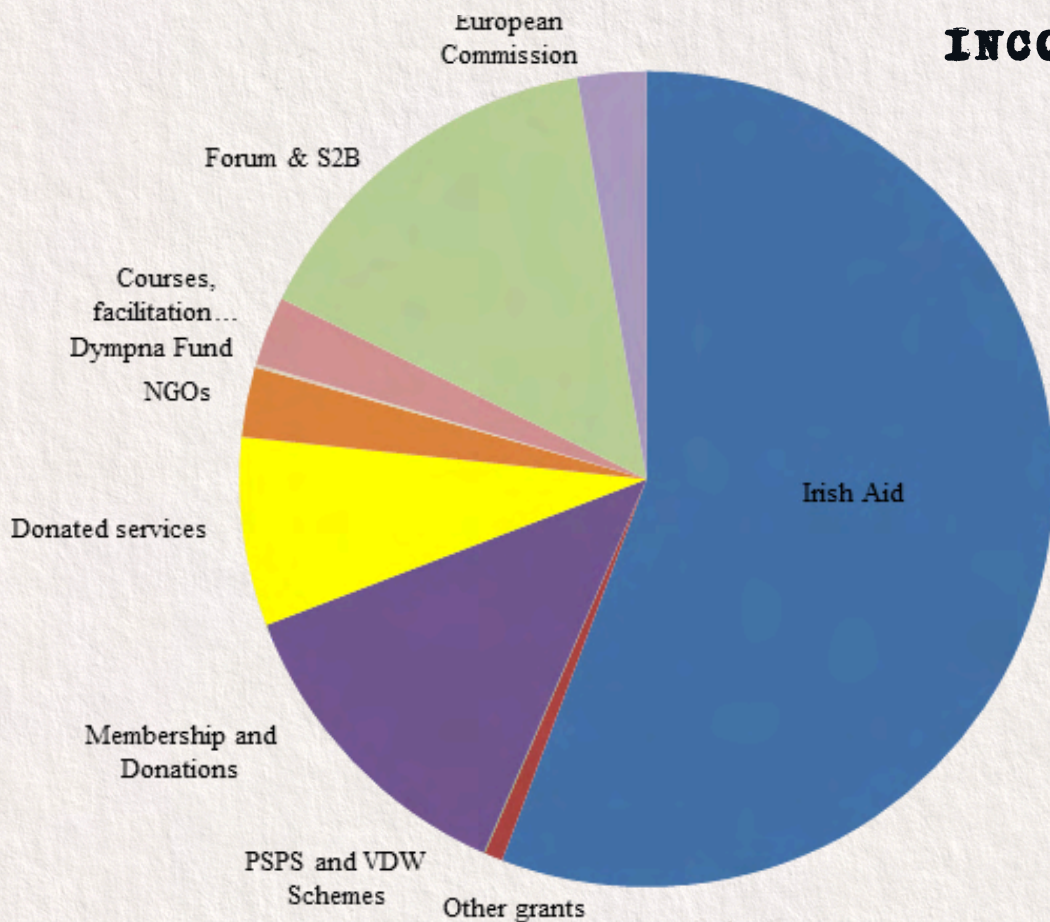
SOMETHING

Comhlámh's work in 2025 was mainly funded through the Irish Aid multiannual funding agreement (2023-2025), EC funding, The Wheel, Shared Island Civic Society Fund, Imagine Belfast, Communicating Europe Initiative, Concern Worldwide and its own resources, such as the income generated by facilitations and the financial support of our members and solidarity circle donors. The organisation's unrestricted funds are currently at €221,160, which covers 6.9 months of our core cost. Overall, Comhlámh works to ensure strong financial management, policies, and oversight at all levels of the organisation. Financial oversight is well defined in the Finance Policy Manual. Through our organisational Results Based Management Annual Activity Plan, we have continued to strengthen links between senior management and Board levels, with the Audit, Governance and Risk (AGR) Board sub-committee directly liaising with senior management to ensure effective oversight and scrutiny of organisational annual budgets, risk management and all financial systems, implementation, and controls. This ensures robust internal accountability and strong reporting systems to the Board. Budgeting and management of expenditure are carried out under the principle of cost effectiveness to ensure we obtain value for money in the provision of services. Potential financial risks are mitigated by the controls included in Comhlámh's Risk Register and Action Plan.

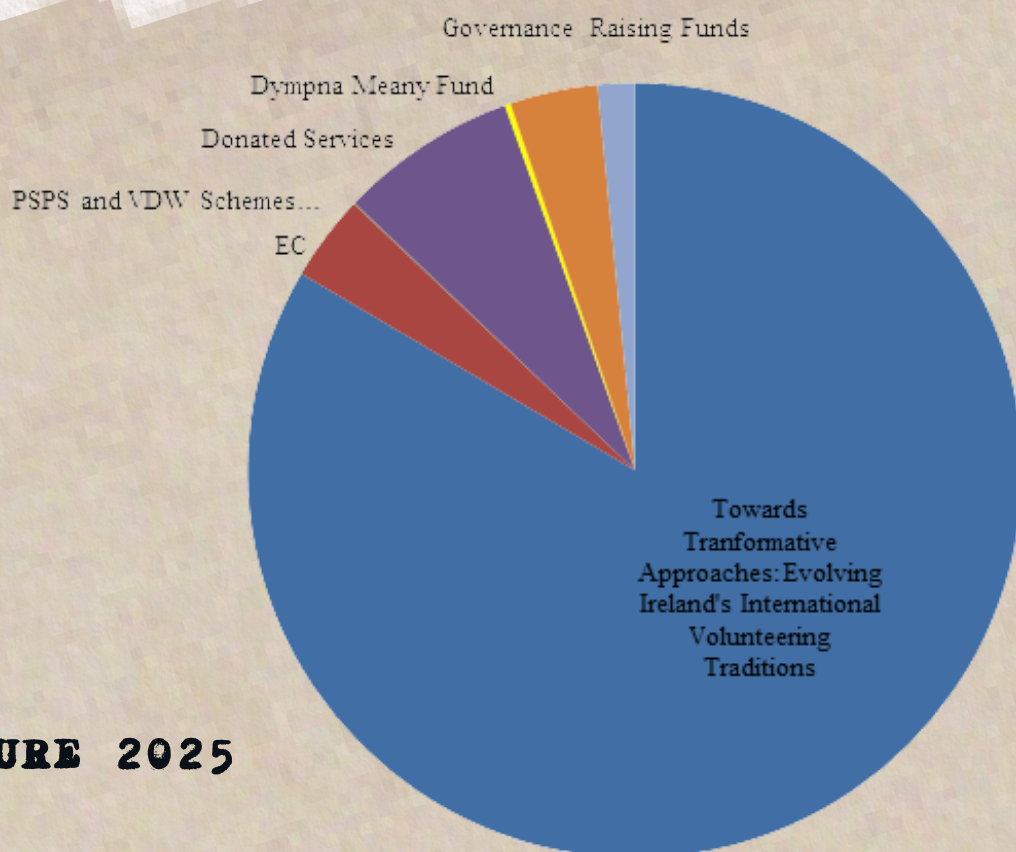
**Peer Support Meeting
for VSAs, 2025**



INCOME 2025



EXPENDITURE 2025



Reserves Policy

Comhlámh deems it necessary to maintain a reserves level to ensure activities continue during a period of unforeseen difficulty with funding receipts. It is intended that Reserves are used to cover periods of adjustment to late or reduced payments from existing funding sources. Holding of Reserves is intended to facilitate the continued implementation of our strategic objectives and to provide us with time to find alternative funding, adjust output levels or to facilitate an orderly wind up of the organisation. Reserves are normally held in the form of cash funds. These funds are held in a manner that ensures they can be accessed to meet urgent funding needs. It is policy therefore that funds to facilitate two months of normal activity are held in immediately liquid assets. Comhlámh reserves should be no more than 12 months running costs. We aim to hold normal reserves that should fund normal activity for a minimum period of six months. In circumstances where the level of reserves held is less than the agreed targeted level, a specific fundraising plan should be actioned. The level of Reserves held and the policy relating to Reserves is reviewed by the Board annually. At the end of 2025, we calculated the level of reserves as equivalent to 6.9 months of core costs for 2026.



Structure, governance, and management

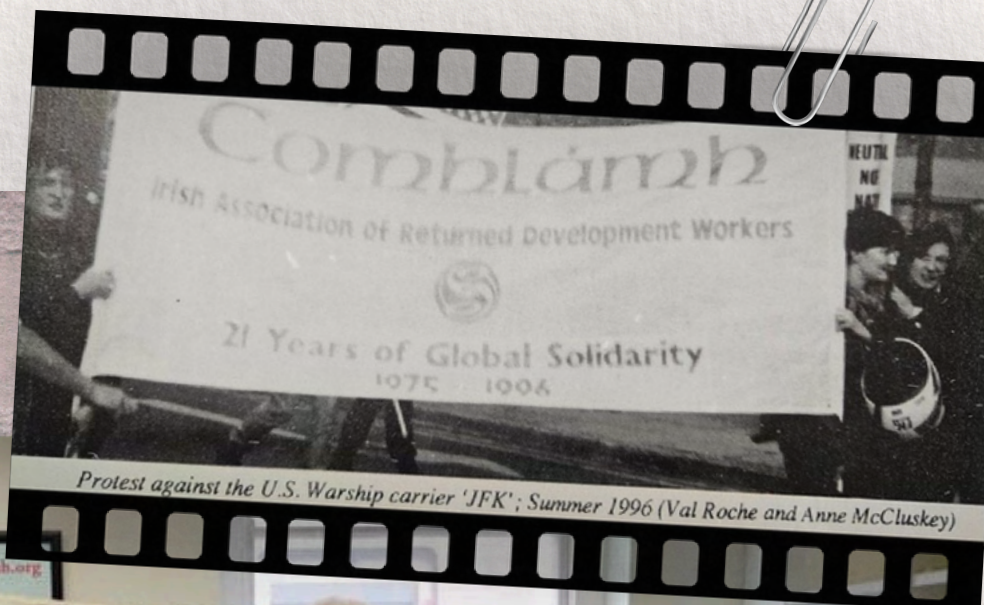


Board of Directors

Comhlámh is governed by a Board of Directors that provides leadership, strategic direction, and oversight of the Association. The board is the primary decision-making body for Comhlámh and is elected by members at the Annual General Meeting (AGM). The maximum tenure is five years, with the first mandate being for two years with a requirement that the director is put up for election for subsequent one-year terms. Each year, an audit takes place to examine who is due to retire or is seeking a renewal of their mandate. Consideration is given to maintaining a comprehensive skills mix, ensuring we have the range of knowledge and experience needed to guide and oversee the governance of the Association. Candidates to fill the vacancies to the board are sought from within the membership and outside in the wider constituency of those active in global development work. Where necessary, we engage with Boardmatch to identify suitable skilled persons we cannot find. The board has the option to co-opt Directors between AGMs, but such persons must stand for election at the next AGM. The officers – including the Chairperson, Company secretary, Vice-chair, Treasurer and Staff Liaison Officer – are elected annually by the board, after the AGM. The role and responsibilities of all Directors, including officers, are set out in Comhlámh's Governance Manual. New board members receive a detailed information pack, including the Governance Manual and Conflict of Interest Policy, as part of a dedicated induction session prior to their first board meeting. The induction is carried out by the Chairperson and the CEO. Training is provided from external providers as required to support them in their duties as company Directors and charity trustees. The Board is responsible for making strategic decisions on the activity plans, budgets, and policies, and for defining the strategic direction of Comhlámh's programmes. It is accountable to the membership. On a daily basis, the Association is managed by the CEO. The Board met six times in 2025, ensuring that the Association is performing and delivering against annual work plans and the wider strategic plan, adhering to financial procedures, remaining solvent while expending the budget according to the annual plan, reviewing the outcomes of the statutory audit, and complying with all legal requirements. There is one formal sub-group of the Board: the Audit, Governance and Risk (AGR) group. The AGR group is made up of the Chair, Vice-chair, and Treasurer. It met four times in 2025 and it covers risk management, health and safety, human resources, legal and finance issues. The AGR group provides advice and guidance on issues in between Board meetings, it is also at times mandated by the board to make decisions prior to next Board meetings if these are required urgently. Issues, decisions, or recommendations made by the AGR group are reported back to the Board. At each Board meeting, the decisions made by the AGR group are formalised or, if deemed necessary, reversed. The CEO is supervised by the Chairperson of the Board. In-camera sessions are held at the end of each board meeting, allowing the board to discuss issues they may have without the presence of the CEO.

In 2025 the board was active in monitoring, reviewing, and updating policy and procedures as part of continued work to reach for the highest standards of governance and accountability. The Board undertakes a review of their own collective and individual performance as directors each year. Individual and collective data is gathered and shared in a report for discussion at the last board meeting before the AGM so that decisions can be taken prior to any changes in the board's composition. The profile of the Board includes a wide range of backgrounds and expertise necessary for the governance and strategic leadership of the association. Skills of Board members include human resources, financial, fundraising, NGO management, communications, communications, business development, research, policy and advocacy work, diversity and inclusion, and development education. Comhlámh is committed to best practice in the communication of images and messages in all its publications as laid out in the Dochás Guide to Ethical Communications. Comhlámh is also a signatory to IDEA's Code of Good Practice on Development Education since its launch, and we are on a journey to mainstream and deepen its principles in all aspects of our work. Comhlámh ensures timely and complete reporting to both the Companies Records Office (CRO) and the Charities Regulatory Authority. Comhlámh files returns three times per annum to the Lobby Register as required by the Standards in Public Office Commission.

Comhlámh staff with the old banner during an archiving day in 2025 and in action circa 1996



Risk Management

The Directors have responsibility for, and are aware of, the risks associated with the operating activities of Comhlámh. The Directors identify and review annually the governance, strategic, compliance, operational, financial, and environmental risks to which Comhlámh is exposed and to assess the likelihood of such risks and possible level of impact they would have. The Board is satisfied that the systems are in place to monitor, manage and, where appropriate, mitigate Comhlámh's exposure to major risks. Risk is a standing item at each board meeting. The risks identified by the Board are detailed in our Risk Register and scored in relation to impact and likelihood to provide a gross score. For each risk, mitigating controls were identified and the risk owner identified. These are kept under regular scrutiny at board meetings. More generally, the board is satisfied that it has appropriate control systems in place to manage the risks of the association and to ensure compliance with laws and policies, ensure efficient and effective use of Comhlámh resources, safeguard the assets, and maintain the integrity of financial information produced.

Management and staff

The executive management team, comprising the CEO, the Finance and Administration Manager, and the Programme Manager, oversees the implementation of programmes internally and reports to the Board. The team is made up of 7.2 full-time equivalent salaried staff. Staff have a wide range of academic qualifications and professional experience relating to their roles, in addition to extensive voluntary experience and involvement in shaping and supporting movements for social change, in Ireland, Europe and the Global South. The staff team collaborate on building an overall annual work-plan and budget, with each person then producing their own individual workplan, all of which are shared with each staff member. Monthly supervision meetings are conducted with each staff member, allowing for a review of progress and guidance as needed to bring the work forward. A staff handbook is in place which covers employees' terms and conditions: this is subject to review, in agreement with staff



Participants of the Peer Support Meeting for VSAs

Staff through 2025

Dr Caroline Murphy, CEO (4 days)

Dervla King, Programme Manager (4 days)

Sive Bresnihan, Training and Education Coordinator (4 days)

Bronwyn April, Education and Outreach Coordinator (4 days) – began 19.03.25

Aga Wiesyk, Communications Coordinator (4 days)

Fiachra Brennan, Solidarity and Capacity Development Coordinator (5 days)

Elena Garcia, Finance and Admin Manager (4 days)

Silvana Socci, Finance and Admin Assistant (4 days)

Jose Vanegas, Receptionist (Liffey Partnership volunteer) (2.5 days)



Comhlámh team
visiting Síolta
Chroí

Lobbying and political donations

There were no political donations in 2025, and as a result no disclosures are required under the Electoral Act, 1997. As required under the Regulation of Lobbying Act 2015, Comhlámh now records all lobbying activity and communications with Designated Public Officials (DPOs). It has made the returns and submissions required by the Act.

Important events since the year end

Since year end, the operating environment for Comhlámh has shifted with significant changes to our funding landscape. Following a review of our work, Irish Aid has decided to gradually transition Comhlámh out of funding under the Civil Society Unit. This will reduce annual funding from €400,000 to €200,000 in 2026, and €100,000 in 2027, with the partnership concluding in June 2027.

While this represents a major change in our core funding, we are actively responding by diversifying income streams, strengthening partnerships, and implementing sustainable funding strategies to safeguard our work and impact. Comhlámh will also be eligible to apply for the Global Citizenship Education Grant, providing a new opportunity to support our education and training programmes and continue advancing values-led volunteering.



E-TICK Launch participants

Accounting records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at the company's premises at 12 Parliament Street, Dublin 2.

Members of the Afghan
Community at the
Culture Night at
Comhlámh



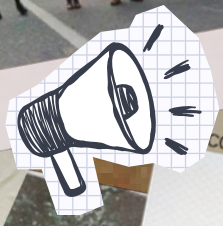


In president, patron of Comhlámh, being p...
to a brooch of our logo, one hand to make...
look into the other in mother of pearl.



50 ^{1975 - 2025} Comhlámh

GLOBAL SOLIDARITY IN ACTION



COMHLÁMH GOES COMPA



Moving Forward Day UCDO



on the 'Role of the development worker', Rathdrum;

