Our community

We aim to make an impact that matters in our community through volunteering programmes where our people can put their business and personal skills to use with non-profit organisations at home and overseas. We partner with charitable organisations on fundraising campaigns that are important causes for our people to support. We work across the firm on all of these initiatives collaboratively and with our local community to make the biggest impact possible.

IMPACT Day continues to be the mainstay of our volunteering effort in the community. The exceptionally positive feedback from both volunteers and benefiting charities and not-for-profit entities is encouraging. FY17 saw the professional skills projects continue to grow in strength, with six projects very well supported by volunteers.

Deloitte’s community programme in FY17 involved a significant amount of fundraising and volunteering activity with 10,017 hours and €264,275 given to charity throughout the year. The hours comprise of IMPACT Day, schools mentoring programmes, overseas volunteering and pro bono client work. This is facilitated by the firm with everyone entitled and encouraged to; take part in IMPACT Day, matched volunteering leave for volunteering programmes at home and abroad as well facilitating time off during the working day to volunteer in schools.

The CR spend for the year included staff fundraising events supported by partner contributions, direct donations, in kind donations to charities as well IMPACT Day costs. We have some long standing fundraisers for certain charities and we keep fundraising and donations in line with staff and partner initiatives and interests. We aim to increase the number of hours and monies fundraised within the firm for the year ahead.
IMPACT Day

What is IMPACT Day?
At Deloitte we are proud to be able to offer our people the opportunity to participate in our firm wide global initiative that is IMPACT Day. This day allows our people to give back to the local and surrounding communities by providing support with their time, energy and expertise to the selected organisations.

IMPACT Day FY17
08 September 2016

The People
We have seen an increase in the numbers volunteering to take part in IMPACT Day. In FY17, we had over 800 people from the Dublin and regional offices involved in IMPACT Days, including the intern IMPACT day held in July, with involvement from all departments, and trainee to partner level.

Not only does IMPACT Day offer Deloitte employees the chance to volunteer for a day, it is also a great opportunity to meet people from other departments or lines of work in the firm that they may not otherwise come across on a day to day basis.

The IMPACT Day team endeavour to ensure that volunteers have the opportunity to choose a project that they might have an interest in. There are a certain number of spaces allocated to each project and these can sometimes fill up quite quickly, so those voting must ensure they are quick off the mark to secure their place! The people who benefit from the work of volunteers on IMPACT Day varies. The organisations that we work with are chosen year on year and can come about through staff suggestions or through on going relationships that Deloitte may have with a particular organisation as well as with the support of Business in the Community in setting up new relationships.

The Projects
The Projects that our volunteers work on are one of two types of volunteering: professional skills and traditional volunteering.

In 2014, the CR team recognised IMPACT Day was expanding and noted there was a necessity to broaden the range of the volunteering activity and at the same time to leverage the professional skillset of our staff. As a result of these discussions professional skills projects were introduced as an additional option for volunteers on IMPACT Day.

The Professional Skills projects allow volunteers to offer their advice and expertise to the chosen organisations by addressing specific business challenges such as business or fundraising strategies, marketing plans, technology support, tax, legal or accounting advice. Staff use their business acumen to research, brainstorm and explore ideas around that specific topic to produce tangible materials that will be useful to the organisations.

Traditional volunteering can allow organisations to complete tasks that the not for profit entities may otherwise struggle to complete due to a lack of resources or funds. Huge tasks such as painting projects, clearing out and re planting gardens can be completed in just one day by the volunteers efforts making it one less thing for an organisation to have to worry about and of course, the funding of the project is taken care of too!

Both types of volunteering guarantee that IMPACT Day is enjoyable for all volunteers, who can be assured of a highly energised, rewarding experience.

There is a great atmosphere that surrounds the offices on the morning of IMPACT Day, noticeable even to the general public walking past Hatch Street as we’ve been told! The smiles and satisfaction on the faces of volunteers after a long day is proof that the day is impactful not only to the organisations but also to our people.

IMPACT Day in Numbers
600 – People involved
23 – Number of charities supported
800 – Number of plastic gloves used
1,070 – Litres of Paint ordered
680 – Sandwiches
1,400 – Bottles of Water
720 – IMPACT Day T-shirts
**IMPACT Day Feedback – The Charities**

"All work as outlined in the brief was completed, which was quite an achievement! While the work is physically challenging, volunteers were able to sustain the work rate throughout the day. Through IMPACT Day we can increase our ability to invite other community groups to share in the experience!"

Matt Talbot Community Trust

"The Deloitte IMPACT Day was of significant value to the Irish Youth Foundation. The team were excellent. They were enthusiastic, committed, and energetic. It was a fantastic opportunity to have an expert group of consultants focus on our challenge and support us in creating a next step strategy with timelines."

Irish Youth Foundation, Youthbank

"The volunteers were enthusiastic and flexible and their contribution has had a big impact on the service. They worked onsite and with some of the service users, which promoted social inclusion. We are very grateful for their time and everything that they achieved on the day."

St. Michael’s House

"I just wanted to thank Deloitte for the amazing work that you did for us in Embury Close as part of your IMPACT Day. I must confess I was a bit concerned when you informed me that over 60 people would be arriving on site to start painting our corridors. My concerns were soon gone when I saw how professional and organised you were to be honest I was blown away by the whole set up. The quality of the workmanship is first class, Deloitte should be very proud of you all and the way you represented the company. The residents are so thankful also and have asked that I pass on their thanks and gratitude to you and all of the crew."

Simon Baker, Embury Close

"On behalf of us all here at Barretstown we want to thank you and your wonderful colleagues for the tremendous work you all got through yesterday. Ger and his team are thrilled."

Caroline Dunne, Corporate Fundraising manager, Barretstown
IMPACT Day Feedback – The Charities

“It is almost impossible to quantify the extraordinary impact the Deloitte team has had on the sight loss sector, due to the energy, expertise and enthusiasm they brought on the day. They developed tailored templates for success for our team, which we have already started to use. Not only have Deloitte transformed how we as fundraisers can succeed in our roles, they have also ensured that we can continue to raise vital funds for the provision of sight loss services across Ireland for many years to come. As with all volunteer days we tried to manage people’s expectations, this back fired slightly on us in NCBI as the team not only exceeded our expectations but blew our minds. Their support, attention to detail and professionalism was out of this world!”

Chris White CEO, NCBI

“The volunteers did an INCREDIBLE job! The speed at which the work was carried out meant that students were only disrupted for one day as opposed to a number of weeks. The delight on the children and families faces when they saw the yard was a sight to behold! The yard has been transformed from a concrete jungle to a fun, child friendly environment. The volunteers created a lovely buzz around the school, thank you Deloitte!”

Our Lady of Consolation School

“The whole experience was so worthwhile. The team were great, staying late and continuing to offer support since then. Our key request is to keep going with this as it exceeded his expectations.”

U-Casadh

“On behalf of the St. Gabriel’s community I would like to express our sincere thanks to you and your colleagues for the incredible volunteer work you carried out here on the St. Gabriel’s campus yesterday. You literally transformed the place. The hydrotherapy pool area, the changing rooms, reception and viewing room are shining everywhere is so fresh and clean. The painting and decorating has made a huge difference. In conclusion I would like to say how grateful we are to have been part of the Deloitte IMPACT Day.”

Kate Sheahan, St. Gabriel’s

Coolmine Therapeutic Centre
IMPACT Day Feedback – What the volunteers thought!

“I think IMPACT Day is a fantastic opportunity for us to take ourselves out of what we do on a day to day basis, to participate in our community, to get involved in sections of society, or in business that we might never get the opportunity to learn about or discover.”

Harry Goddard, Partner Consulting

“The sense of achieving something for others, and giving a little back to the community. The school, the parents, the pupils, all seemed really happy with the work that we had done.”

“My favourite part of the day was presenting our work to the founder of the charity at the end of the day. He was so emotional and grateful for the work we had done!”

“The entire day was fantastic! It was nice to be able to do something nice for people who are dealing with an incredibly tough time in their lives. The level of appreciation they displayed was incredible – they really were so grateful to us, and it was an enjoyable experience.”

“Same as last year – the team who organise it are fantastic. So well prepared, so approachable, accommodating, helpful and friendly.”

“Simply thanks to all, especially the team I was on. First time to take part, what an honour!”

“The whole day was enjoyable, as I was doing work that I am familiar with from my farming background. The best thing really was the amount of work that we got through, which otherwise would have been a very long and hard task for the horse rescue workers.”

“My favourite part of the day? Meeting others from Deloitte that I wouldn’t have had the chance to meet otherwise.”
IMPACT Day projects FY17

Barretstown
Project Leader – Anna Holohan
Location – Ballymore Eustace, Co.Kildare
Number of Volunteers - 33

Barretstown is a “serious fun” Camp that offers free camps to children and their families who are suffering from serious illness or life limiting conditions. The camps are free to all campers and are fully supported by 24 hour medical and nursing care. Barretstown is recognised as a centre of excellence in childhood cancer care and other illnesses and children are referred there based on their medical illness.

Deloitte have been volunteering with Barretstown for the last 4 years on IMPACT Day. Each year our volunteers spend the day enhancing the site at Barretstown which is something that the organisation would not have the budget or personnel to do otherwise. The team cleaned and revamped the dining hall area, as well as some painting and sprucing up of the yard and garden areas. The Barretstown project is always very popular with volunteers and is often one of the first projects to reach capacity.

Facts and figures about the Barretstown Project
35,000 – The number of campers who have been since 1994
24 – Number of litres of paint and wood varnish used by our volunteers
Cluid Housing
Project Leader – Brian Murphy
Location – Belarmine Hall, Stepaside and the Belfrye
Number of Volunteers – 32

Cluid Housing is the largest Housing association in Ireland and provides over 5,000 of the 27,000 houses provided by housing associations. A housing association is a not for profit charity that provides affordable housing for those who cannot afford to buy their own home or to live in rented accommodation. Cluid believe that their reputation for providing high quality housing can counteract some of the challenges that often arise where social housing developments are found, and place an emphasis on encouraging their residents to take part in community run programmes.

Deloitte volunteers undertook the painting of the communal interior of three of the apartment blocks and varnishing of the bin and bike sheds outside to protect against weathering.

Facts and figures about the Cluid Housing Project
144 – Litres of 'Ducksback' to stain and weatherproof the sheds
10% – The percentage of homes in Ireland that qualify as social housing
90,000 – The number of families listed for social housing across Ireland
Coolmine Therapeutic Centre
Project Leader – Karen Kruger
Location – Damaston Walk, Dublin 15
Number of Volunteers – 30

Coolmine is a drug and alcohol treatment centre providing community day and residential services to men, women, and their families with problematic substance use. This year’s IMPACT Day project worked at Ashleigh House, the only centre in Ireland designed to offer women and their children a safe environment to address substance misuse. Ashleigh House provides a childcare facility so that women don’t have to face the anxiety or fear of being separated from their children while they work through the programme. Programmes last between a minimum of 6 to 24 months, and there is also a lifelong graduate group of Ashleigh House.

The volunteers pulled together to create a special type of garden, for fairies, to be enjoyed by the residents and their children. A lot of work went into the planning of this garden by project leader Karen and her group of volunteers, who gathered lots of their specialist materials in advance of the day and harnessed the carpentry skills of some of their group.

The community at Ashleigh house were so impressed by the volunteer’s efforts that they presented them with a certificate of recognition for work that the team completed.

Facts and figures about the Coolmine project
72% - The % of clients that remain drug free 2 years after treatment. This includes those who didn't complete. It rises to 82% of those who completed the programme
20 – The number of fairy doors bought to build the house in the garden
3% - 25% - The increase in client employment from admission to graduation from the programme after 24 months.
Down Syndrome Centre – Buy My Dress

Project Leader – Gerry Reid
Location – Sandyford
Number of Volunteers - 25

The Down Syndrome Centre provides Ireland’s first services led centre for children with down syndrome. The centre provides early intervention services to families and children. Services such as speech and language therapy, support workshops for parents, physiotherapy, and occupational therapy are available to the children and their families.

In 2016, the Buy My Dress event was held in the RDS, Dublin and at other centres in Cork, Galway and Wexford. The event encourages people to donate dresses which are then offered for sale priced between €10-€50. The campaign has received support from a number of well-known public figures. The event raised over €50,000 in 2016, which Deloitte volunteers helped contribute to by sorting out the large stock of dresses.

Deloitte volunteers were involved in sorting and hanging dresses that have been donated for the 2016 event, as well as being able to drop off a delivery of dresses donated by people in Deloitte during the month of August. Deirdre Power and CR partner Gerry Fitzpatrick chose Buy My Dress as their project.

Facts and figures about the Buy My Dress project
6,000 – The number of people in Ireland living with down syndrome
30,000 – The number of dresses sold in Dublin alone!
180 – The number of families supported by the work of the Down Syndrome Centre

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Dublin City Council – Elderly Residences
Project Leader – Elaine Holmes
Location – Rathmines and Harolds Cross
Number of Volunteers - 35

The residences for the elderly provided by Dublin City Council aim to encourage independent living in an integrated community with shared facilities. This accommodation facilitated by DCC allows the elderly to feel safe in their environment, knowing that there are staff nearby to help when necessary.

Services provided include 24 hour care call response, visitation services to ensure regular contact, laundry service and meals delivered.

Deloitte volunteers previously had the opportunity to volunteer for DCC on the elderly residences complex in 2014. This year they undertook the clearing out of a garden area shared by the residents. This involved digging, weeding, and planting beds, as well as resettling paths. The volunteers undertook to overhaul not just one, but two gardens on two different sites; one at Harold's cross and the other in Rathmines.

Facts and figures about the DCC Elderly residences project
18 – The number of bags of compost required for the bedding
107,000 – The number of social housing units provided by local councils
Enable Ireland

**Project Leaders** – Claire Quinn and Amie Hanley

**Location** – Deloitte offices

**Number of Volunteers** - 16

Enable Ireland provides free services to children, adults and their families living with disabilities. Enable focus on the person, not the disability, and work towards building a plan for each stage of a person’s life. Enable provide services such as physiotherapy, hydrotherapy, counselling and support.

This year, Deloitte volunteers were tasked with two separate challenges faced by Enable. The first, was to draft a strategic direction from which a business plan could be developed for the hydrotherapy/swimming pool. The pool in Sandymount is open to its service users but also the public in order to help cover its own costs. However, the pool had become outdated, so with planning permission granted for necessary upgrades, Enable want to carry out a strategic review to create a 5 year business plan that would ideally see the pool become a self-sufficient service.

The second ask was to draft a PR/marketing plan for the garden shop in Sandymount. The garden shop not only operates to generate necessary funds, but also to provide work experience for Enable users. The recently extended shop floor area requires a new plan to maximise use, increase awareness and target new customers.

As managers in the Marketing department, both Claire and Amie were well equipped for the task and were able to produce tangible outputs for both of the tasks within the tight time frame of the day.

**Facts and figures about the Enable Ireland project**

- 5,000 – The number of people who benefit from Enable’s free services
- 100% - The amount of profits from the shop that goes to supporting services
- €854.50 - The amount spent in the Enable shop on plants and materials for other IMPACT Day projects
Embury Close - Limerick
Project Leaders – Ann Neville, Louise Gavin, James Conheady, Siobhan Hanrahan, Colin Hogan, Conor McGrath
Location – Adare, Co. Limerick
Number of Volunteers - 73

A member of the Irish Council for Social Housing, Embury Close provides 30 units of sheltered housing for the local elderly population of Adare and the surrounding areas. Census has shown that Ireland has an aging population with over half a million people (12%) over the age of 65 in the country. It is increasingly important that there be adequate provision for this segment of the population and Embury Close is an organisation that strives to do that.

Deloitte volunteers from the Limerick and Cork offices arrived on site to brighten up the space with corridors that needed painting and common areas that needed hoovering and cleaning. Volunteers were split into 6 teams of 11 to paint corridors, ceilings and skirting boards included. Volunteers were so efficient that they managed to cover an entire corridor that hadn’t been included in the original brief. Tax partner, Dan O’Donovoan took it upon himself to hoover almost the entire building, while volunteers also transformed the supporting pillars outside the building leaving the place in turn key condition.

Facts and figures about the Embury Close project
1.4m – The predicted number of people over 65 by 2041
90% - The increase in the need for housing for the elderly
Foróige – Fettercairn Youth Horse Project

**Project Leaders** – Claire Graives and Kelly Hillis

**Location** – Fettercairn, Tallaght

**Number of Volunteers** – 53

The Fettercairn Youth Horse project came about to address the lack of equestrian amenities and infrastructure, and to channel the young people’s love of horses into a constructive community activity. This would in turn allow for the development of personal, social and vocational skills. This has also had the knock on effect of complementing the control of horses act by educating people in the care and training of horses.

Deloitte volunteers have been working with Foróige for the past 2 years on IMPACT Day and this year’s tasks included painting jump poles, varnishing of the exterior sand arena fence, painting all the stable doors and pulling poisonous weeds from the fields where horses are turned out. The team worked tirelessly to complete all of the tasks on the day and got to meet some of the “employees” at Fettercairn – the horses! Foróige Fettercairn posted a lovely write-up about the team of volunteer’s work on their website.

**Facts and figures about the Enable Ireland project**

8,000+ – The number of visitors to Fettercairn in 2016

90 – The litres of paint and varnish used by volunteers on the project
Irish Youth Foundation – YouthBank
Project Leader – Daniel Ordibehesht
Location – Deloitte offices
Number of Volunteers - 23

The Irish Youth Foundation fund different groups and homework clubs that help children living in disadvantaged areas. YouthBank is a grant making programme run by young people, for young people. It puts the power in their hands to decide how grants are allocated within their community. The aim is to promote active youth citizenship and youth community involvement. Initially the idea came about from the Irish Youth Foundation but it has now grown to operate in 26 different countries worldwide.

Being involved in a YouthBank can help develop skills such as leadership, teamwork, decision making, project management, financial literacy and interview skills. It also provides a safe place for children to go after school to learn in a fun environment.

IYF had two challenges to present to the Deloitte volunteers on IMPACT Day. The first, was how to stabilise funding for YouthBank in the short term, and grow in the medium term. And the second; what other options are available to IYF to manage YouthBank.

IYF were so impressed by the outputs of Daniel and his team, that they were invited to present their findings to the board of IYF at their board meeting on the Monday following IMPACT Day.

Facts and figures about the IYF – YouthBank project
850 – The number of projects that have been funded in Ireland by YouthBank since 2006
2,718 – The number of children and young people who benefitted directly from projects and programmes in Ireland funded by YouthBank
200 – The number of YouthBanks in operation worldwide

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Matt Talbot Community Trust
Project Leaders – John B. Stewart
Location – Ballinascon, Dublin Mountains
Number of Volunteers – 39

The Matt Talbot Community Trust is a drug free community education programme that aims to create change from a grassroots level in Ballyfermot and to provide support for individuals in recovery from addiction and returning from prison. This is achieved by providing access to education and FETAC courses, as well as support and family programmes.

Matt Talbot recognise the importance of a strong family unit in supporting those recovering from addiction or reintegrating into society. The St. Martin’s Centre in the Dublin Mountains is a residential rural retreat for families of the Ballyfermot and surrounding areas. Here they can get away from the noise of the city and enjoy the landscape and nature of the area, while strengthening family and community bonds.

Known as one of the more physical projects to partake in on IMPACT Day, the Matt Talbot is another popular choice among volunteers. Deloitte have a long standing relationship with this organisation and volunteers love to see the results of their work year after year.

Facts and figures about the Matt Talbot project
5 – The number of years that Deloitte have been working with Matt Talbot
70 – The number of stakes required to complete fencing on the project
167 – The number of counselling hours provided for people in need
My Lovely Horse Rescue

Project Leader – Sarah Smyth
Location – Moyvalley, Co. Kildare
Number of Volunteers – 32

The My Lovely Horse project was first sourced for the Intern and Co-op IMPACT Day in July 2016, and came about from a staff suggestion. The project was such a success and there was enough work to return for our main IMPACT Day in September just a few weeks later! This not for profit entity was set up in 2013 by a group of people who witnessed the equine crisis that occurred in part as a result of the economic crisis but also through years of mismanagement and lack of education of horse owners. All volunteers for this organisation retain their full time jobs and share a passion for change.

My Lovely Horse Rescue, rehabilitate and retrain horses that have been severely mistreated or mismanaged. They also run education programmes in Dublin's inner city and surrounding areas to foster good care practice among young people.

Deloitte volunteers worked on fencing and repainting of stables and the tack room at the farm where My Lovely Horse base themselves and the animals that they rescue. They also sorted through donated rugs for the horses for winter and tidied the cleared fields of any weeds or rubbish.

Facts and figures about the My Lovely Horse project

5,000 – The number of horses that have to be impounded each year due to mistreatment (displaying a need for education)
100 – The litres of white Sandtex paint used to paint the stables and the tack room
3,000 – The number of horses seized annually. 72% of these are euthanised due either to ill health or lack of space
NCBI – National Council for the Blind of Ireland
Project Leaders – Nikki Hegarty
Location – Deloitte offices
Number of Volunteers - 19

NCBI are a not for profit charity offering support and services to people of all ages who are experiencing sight loss. Through the provision of community based services NCBI help people adjust and cope with the emotional and physical challenges of sight loss; learning how to read braille, develop reading and writing skills other everyday tasks, as well as helping with employment issues.

Volunteers on the NCBI project were tasked with putting together a sponsorship proposal for their HolmPatrick Cup Tournament, the longest running and largest charity golf tournament, aimed at corporates as a way of generating much needed financial support. The cup is played in four stages with provincial winners playing for the title at St.Andrews.

Nikki and her team also worked with members of NCBI who attended on the day (including CEO Chris White) on the event management side of the cup, as well as the pitching skills of the NCBI team, and working on their overall corporate fundraising strategy. The team also advised NCBI on their pitch for Specsavers as corporate charity of the year and providing a draft social media campaign for NCBI Dine in the Dark.

Facts and figures about the NCBI project
224,832 – The number of people who are affected by vision impairment and blindness
8,000 – The number of people who avail of Services from the NCBI each year
1932 – The year the HolmPatrick Cup was founded, by Baroness HolmPatrick, of Slane Castle
NCBI Packing Project

Project Leader – Nikki Hegarty
Location – Deloitte offices
Number of Volunteers - 14

In the last few days in the run up to IMPACT Day, it became apparent that NCBI were under pressure in terms of resources for a particular event that they have coming up in the next couple of months.

NCBI Dine in the Dark is a weeklong culinary event that took place from 6 – 13 November and involved over 200 restaurants where they had to #GoDark for sightloss for one night during that week. Guests were blindfolded throughout the dining experience, allowing them to experience tastes, flavours and textures in a completely new way.

Our volunteers worked hard to put together information packs for diners and restaurants on how to host and enjoy the #GoDark experience. This project allowed for volunteers who may not have had an entire day available for IMPACT Day but who still wanted to give their time to help.

Facts and figures about the IYF – YouthBank project

2,000 – The number of packs that were put together by our volunteers on IMPACT Day
2,000 – The number of diners attended a #GoDark dinner over the course of one week
Nevan Maguire – The Dine in the Dark ambassador for the event in 2016
Nurture Africa

Project Leaders – Paul Connellan
Location – Deloitte offices
Number of Volunteers - 18

Deloitte has a long standing relationship with Nurture Africa and as well as being part of IMPACT Day 2016 in a professional skills capacity, Deloitte also have a group of volunteers who travel to Uganda each October since 2013 as part of the overseas placement. Nurture Africa aim to nurture the mental, physical and emotional growth and wellbeing of Ugandan HIV/AIDS infected and affected orphans and vulnerable children, as well as their HIV+ parents/guardians. This is done through the provision of access to quality healthcare, education, and sustainable livelihood projects while safeguarding child welfare and gender equality.

The team of volunteers worked alongside CEO Brian Iredale to create a business plan for a commercial enterprise, as well as develop their market segmentation.

Facts and figures about the Nurture Africa Project

15,000 – The number of orphans and vulnerable children who availed of free primary healthcare through Nurture Africa in 2014
64 – The number of Deloitte people who have volunteered with Nurture Africa in Uganda
2,188 – The number of children immunised at Nurture Africa and partner health care centres
Our Lady of Consolation National School

Project Leader – Ellen Mackessy
Location – Donnycarney, Dublin 5
Number of Volunteers - 35

Our Lady of Consolation National school is a designated DEIS school (delivering equality of opportunity in schools). This programme operates to prioritise the educational needs of children and young people from disadvantaged communities.

A special element of Our Lady's School is it’s outreach programme for children with autism that they call “Our Orchard”, which has five designated classes. These classes are also integrated into the mainstream classes which they have seen to benefit the school as a whole. The Our Orchard classes provide a ratio of one teacher and two special needs assistants to every six children, as well as speech and language therapists, occupational therapists and play therapists.

The volunteers undertook a vast painting project with five corridors in the school to be painted “Cushion White”, and 45 doors to be painted “Princess Grey”, as well as panels of railings to be painted different colours in the school yard.

Facts and figures about the Our Lady’s School project
209 – The litres of “Cushion White” paint needed for the corridors
330 – The number of Urban DEIS Schools in Ireland
1.5 Kilometres – The amount of masking tape used!
Phibsborough Tidy Towns
Project Leaders – Brendan Kelly
Location – Phibsborough, Dublin 7
Number of Volunteers – 21

Phibsborough Tidy Towns committee set up a pop up garden to commemorate the children who fell victim to the 1916 rising and in general to children who have been caught up in conflict around the world. During 1916, three children in Phibsborough were killed and the residents and committee decided to remember them by setting up a pop up garden to enjoy over a period of a few days in September. Residents then gathered over the following days to share music, crafts and lunches, once the pop up garden was completed.

The volunteers pulled together to create a garden setting in the centre of Phibsborough. One of the more creative ideas was to repurpose a skip to create a bench for the garden. Volunteers also used painted tyres, tin cans and old shoes as flower pots to be displayed around the garden.

Facts and figures about the Phibsborough Tidy Towns Project
40 – The number of children who were killed during the 1916 rising
15 – The number of tyres that were painted for display by our volunteers
The Ronald McDonald House – Cooking4Families
Project Leader – Deirdre O’Dwyer
Location – Ronald McDonald House, Our Lady’s Children’s Hospital, Crumlin
Number of Volunteers - 11

The Ronald McDonald House is located on the grounds of Our Lady’s Children’s Hospital, Crumlin and first opened its doors in 2004 to provide support, care and accommodation for up to 20 families whose children are availing of services at the hospital while seriously ill. Families have their own en suite bedroom with television and telephone. Other facilities in the house include car parking, laundry, dining area, lounge/library, toddler room, kitchen, outdoor toddler play area and garden.

At the Ronald McDonald House, it is important that families have home cooked meals during their stay and the charity open up the opportunity to cook for these families to volunteers. For IMPACT day, this project filled up particularly fast and the lucky team of volunteers arrived out to cook a delicious meal for the families in residence at the time. To cook for 25 people, our volunteers were very well prepared and cooking some delicious meals for the families in residence, as you can see from the photograph of the menu below!

The team had the pleasure of meeting some of the families who were staying at the house and all came back with glowing reports of the organisation and the amazing facility that the Ronald McDonald House offers these people.

Facts and figures about the Ronald McDonald House project
3,000 – The number of families who have been helped by the Ronald McDonald House since November 2004
53 – The number of bedrooms in the proposed Ronald McDonald House at the new National Children’s Hospital
€400,000 – The amount it costs to run the house per annum

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Sophia Housing  
**Project Leader** – Kevin Young  
**Location** – Cork Street, Dublin 8  
**Number of Volunteers** – 35

Sophia Housing Association provides transitional accommodation for one parent families and couples with families coming from a homeless situation. Sophia Housing’s mission is to offer families and individuals a safe place where they can live and learn to make a positive difference in their lives. They provide quality education and support along with helping people develop new living skills while maintaining a person’s self-esteem, self-worth, and dignity.

The site at Cork Street has almost 50 housing units, which also incorporates 20 units that became a part of Sophia housing from what was a women’s shelter, and includes 20 one, two and three bed apartments, a crèche/ nurturing centre and a wellbeing centre. Volunteers on this project were undertaking the task of carefully giving a resident’s apartment a fresh coat of paint giving the space a new lease of life.

**Facts and figures about the Sophia Housing project**

- 118 – The number of children living at the Cork Street apartments  
- 250 – The total number of housing units provided by Sophia housing in Ireland
St. Gabriel's School and Centre

**Project Leaders** – Darren Mulcair, Caroline McGrath, Elaine Kelly

**Location** – Dooradoyle, Co. Limerick

**Number of Volunteers** - 22

St. Gabriel’s is a school and centre that is dedicated to the care and education of children with multiple physical disabilities. The complex accommodates a special needs school, an outpatient therapy centre, a clinic of the Central Remedial Clinic (CRC) a newly built hydrotherapy pool and a Regional Orthotics Service (ROS). St. Gabriel’s Centre consists of two teams of highly qualified clinical specialists who deliver a range of essential health-related therapies and intervention programmes to children with disabilities.

The volunteers on this project were from the Cork, Limerick and Galway offices. Split into two teams, they undertook the huge task of deep cleaning the hydrotherapy pool which included tasks such as wall tiles and surfaces in the pool area and changing rooms, all windows of the pool area cleaned, floor tiles of the pool scrubbed down and surfaces in the viewing area cleaned; while the second team painted the viewing room and corridors.

Such was the level of productivity, the teams were able to complete the additional tasks of weeding, sweeping, cleaning and planting the entrance to the facility. St. Gabriel's posted a lovely thank you note on their website.

**Facts and figures about the St. Gabriel’s project**

- 400+ - The number of children who benefit from the services on an outpatient basis
- 6:1 – The pupil to teacher ratio at the school
- 1/5 – St. Gabriel’s school is 1 of only 5 primary and post primary day special schools in Ireland
St. Joseph’s CBS Primary School (Joey’s)

Project Leader – Chris Carter
Location – Fairview, Dublin 3
Number of Volunteers - 21

St. Joseph’s CBS National School or “Joey’s” as it is familiarly known, is a Christian Brothers “DEIS” designated school. DEIS schools endeavour to offer equal opportunities in educational need to children from disadvantaged areas.

A principal of two years at the school, Kevin Gillen wasn’t sure as to what sort of work our volunteers might be able to undertake but tasks quickly came about following a site visit. The team was split into three sub teams; one to tackle painting the railings, the second to tackle the refurbishment and re planting of an octagonal planter and the third to tackle the re painting of the exterior windowsills around the school. Plenty of work to do! However, so efficient were the teams that they managed to paint a shed on the school yard as well!

The principal was really pleased with the work carried out by the team, and so were presented with a plaque as a special thank you to the team for their efforts.
St. Michael's House
Project Leader – George Alton
Location – Walkinstown
Number of Volunteers – 19

St. Michael’s House pride themselves on being the leader in community based services for people with intellectual disabilities in Ireland. These services include offerings such as clinical therapies, special national schools, inclusive education, vocational training, adult day services, employment support and independent living.

Volunteers on the St. Michael’s House project undertook a full “summer” clean of the facility. Tasks like these often get pushed to the way side for organisations such as St. Michael’s with more pressing matters taking the spotlight, so IMPACT Day is a great opportunity for them to utilise the manpower of our team to accomplish a task that might otherwise take much longer to complete.

Volunteers completed tasks such as weeding flowerbeds, cleaning windows, clean up and sorting of outside storage areas, sweeping and replanting of flowerbeds.

Facts and figures about the St. Michael’s project
1,663 – The number of people who benefit from the services and support annually
170 – The number of St. Michael’s Centres in the greater Dublin area and Navan, Co. Meath
1955 – The year Patricia Farrell placed an ad in the Irish Times to form an association for children with intellectual disabilities
St. Paul’s Special School
Project Leader – John Kilbride
Location – Deloitte offices
Number of Volunteers – 21

St. Paul’s is a Special School that educates children on the autism spectrum. The school aims to look after the children’s needs in a holistic way, whether those needs are social, spiritual, physical, or academic. There are 10 full time teachers, many part time teachers and 27 special needs assistants who help the teachers in order to maximise the benefits to be gained from attendance. The staff at the school work in conjunction with the staff at the hospital which is also on site to ensure that each child’s needs are met to the highest standards.

St. Paul’s School were also involved in our Intern and Co-op IMPACT Day for a large scale painting project. This time around, they felt that they could benefit from our professional skills and so came to us with the request to put together a fundraising strategy for a new proposed centre at the school where parents and families can avail of care and support.

While there already exists a parent’s committee and some special needs assistants who undertake fundraising activities, the principle, Angela Leonard, felt that they could really use some additional expertise as the project would likely require much higher funds than they are used to fundraising themselves.

The team worked hard to put together a tangible strategy for St. Paul’s and some advice which John was able to deliver to Angela. An effort that the whole team could be proud of.

Facts and figures about the St. Paul’s School project
6 – The number of children in the early intervention class (preschool age)
48 – The number of children aged between 5 and 18 years old
Co-Ed – St. Paul’s is a coeducational school and there are boys and girls in every class
Sunbeam House
Project Leader – Cian Crowley
Location – Bray, Co. Wicklow
Number of Volunteers – 15

Sunbeam House provides a range of services to adults with intellectual disabilities. Their aim is to empower the service users with the necessary skills to live full and satisfying lives as equal citizens of their local community.

Sunbeam offer sports programmes to day service users, training and development opportunities, and employment services, by enabling service users to access mainstream employment. Sunbeam also offer residential services in staffed houses in communities along the Wicklow Coast. This allows for service users to live in a relaxed and integrated community while still being able to avail of the excellent facilities provided by Sunbeam staff.

Volunteers on the project were given the task of revamping the site at Vevay Lodge which adjoins the accommodations at Lucinda Lodge. This involved the removal of paint peeling from the walls, and the railings of the gateway, cleaning guttering and windowsills, followed by giving the walls and railings a fresh coat of paint.

Facts and figures about the Sunbeam project
71 – Litres of paint used on the Sunbeam project
Self-directed living – A school of thought that enables people with disabilities to live full and meaningful lives in their communities
Founded in 1844, the St. Vincent de Paul (SVP) is the largest voluntary organisation in Ireland. Their focus is on a practical approach to poverty and alleviating its effects by working in person to person contact and seeking to achieve social justice and equality of opportunity for all citizens.

SVP Kerdiffstown Holiday Centre provides a holiday home for families in a safe and welcoming environment away from the stresses and strains of everyday life. Each house offers its own array of activities which gives families the opportunity to enjoy a wide range of experiences.

Volunteers on the SVP Project spent the day in the gardens of Kerdiffstown undertaking a huge gardening project that involved raking hay into tidy piles to have it removed, as well as helping to move branches which had been pruned from trees to be taken away and made into woodchips. The team had completed their tasks towards the end of the day, just as the holiday makers who this particular week were largely elderly, had come outside to play a game of pitch and putt. Deloitte volunteers joined in and gave them a hand scoring the event and the elderly got huge enjoyment from their interactions with a new bunch of people!

**Facts and figures about SVP Kerdiffstown**

- 20,000 - The number of volunteer hours that Kerdiffstown benefits from annually
- Six - The number of SVP holiday centres in Ireland
U-Casadh

Project Leader – Ian Curtin
Location – Deloitte offices
Number of Volunteers – 10

U-Casadh is an organisation that offers support to people who have come into contact with the criminal justice system. Based on the border of Waterford and Kilkenny, they provide rehabilitation, training, development and work experience for people who have been referred through the Probation Service or the Substance Misuse Services, through their community employment scheme.

The organisation also provides out-reach and in-reach programmes. The out reach programme provides housing and independent living, liaising with other service providers, boxing programme, cookery programme, counselling, training/education and therapeutic programmes. The in reach programme works with those service users who are still in the prison system and work with them in the lead up to their release. Their approach to working with these people is 3 staged; stabilisation, training and development, and social enterprise (to encourage social inclusion).

Volunteers on the project helped CEO Stephen Plunkett to develop an organisational structure that can deliver the ever expanding service offered by U-Casadh, as well as to create a U-Casadh model that could be implemented via partner organisations in Ireland. Volunteers were given an introduction to how U-Casadh came about by Stephen himself and the feedback was that this organisation was capable of achieving great things.

Facts and figures about the U-Casadh project
€65,000+ - The minimum cost of keeping a person in prison per annum
> 50% – The reduction in the number of reoffenders who have been through the U-Casadh programme
U-Turn – The translation of the organisation's Irish name. The mission to be a catalyst for change in attitudes towards social inclusion
Media Team – Capturing the Story of IMPACT Day

**Project Leader** – Scott Flynn

**Location** – Everywhere!

**Number of Volunteers** - 7

The Media Team worked tirelessly throughout the day to fully capture the scope of IMPACT Day. The day started early with the team getting set up in house in their HQ and beginning their shots with a time-lapse of the volunteers arriving to the offices and into the rooms where volunteers were collecting their materials, t-shirts and lunches.

The team really pulled out all the stops! A whatsapp group was set up to include all project leaders and team photographers who sent photographs of work on their project throughout the day. Anyone who was part of that whatsapp group will agree that the activity on it was non-stop and it certainly provided a few moments of comic relief throughout the day!

The team were under pressure with a strict deadline of 4.30pm to have a video pulled together that captured the story of IMPACT Day. With the huge amount of material that was coming the team managed to put together a wonderful slideshow for the celebration event that evening as well as our wonderful video for the afters and that has proven to be a very useful resource since! The team and their helpful tweeters managed to get #ImpactThatMatters trending to no. 2 on Twitter - quite the accomplishment!
In 2014 our summer intake of interns had heard so much about IMPACT day during their time in the firm and wanted to be able to take part, but as IMPACT Day takes place in September after they have finished, they would miss out. As part of the Innovation Challenge that they are set to complete during their time here, the winning group came up with the idea to have a separate IMPACT day just for Interns and Co-ops, so that they can fully experience all angles of what life is like as a Deloitte employee.

Projects for this day take the form of traditional volunteering with projects such as beach clean-ups, facility improvement at an equestrian rescue facility, and painting of assisted living facilities.

Projects
- An Taisce – a charity working to preserve and protect Ireland’s natural and built heritage.
- Business in the Community Ireland (BITCI) – Ireland’s network for responsible business, BITCI work to promote and support responsible and sustainable work in Irish businesses.
- Barret Cheshire & Cheshire Eaglewood - Cheshire Ireland provides a range of support services to people with both physical and neurological conditions in their homes, residential centres, supported accommodation and in stand-alone respite facilities.
- Cheeverstown - provides a wide range of residential, respite and day services to almost 400 children and adults with an intellectual disability and to their families in Cheeverstown Centre and throughout various community locations.
- Community Growers Garden – promote sustainable growing and gardening through networks all over Ireland.
- My Lovely Horse Rescue – rescuing, retraining and rehoming unwanted equines and other animals in Ireland.
- St. Paul’s Special School – educating and supporting the needs of children on the autism spectrum.

“IMPACT Day is a great way to bond with your peers, and it’s satisfying to see the product of your work.”

Summer intern
Volunteering at Home

Age Action
No. of volunteers - 48
Hours volunteered - 72
Futures impacted - 48

Age Action’s mission is to achieve fundamental change in the lives of all older people by empowering them to live full lives as actively engaged citizens and to secure their rights to comprehensive high quality services according to their changing needs.

In Deloitte, we offer a computer literacy programme in partnership with Age Action where our people spend one on one time allowing learners to get comfortable with their chosen technology; whether it’s a laptop, phone, I-pad, or other device. Learners and volunteers benefit from the experience of meeting with new people and forming friendships.

Age Action learners proudly show off their certificates of completion

FY17 Age Action volunteers

September Volunteers
Barry Delaney
Dustin Palmer
Gráinne Nolan
Jessica Freeney
Julianne Murray
Kate McErlean
Sean
Bermingham

Katie Byrne
Katie Scott
Maria Leacy
Niall Kelly
Pauline Hoosemans
Raja Mohamed
Mohideen

January – May Volunteers

Block 1 | Block 2 | Block 3
---|---|---
Aisling Munnelly | Aoife Thompson | Adrienne Daly
Amy Noonan | Chloe Grennan | Carol Dignam
Brian Hogan | Colm Egan | Charlotte Ewin
Catherine Basquel | Conor McCarthy | Claire Keenan
Holly Bradley | David O’Leary | Deirdre Dunne
Karolina Barrett | Ian O’Brien | Raja Mohamed
Lincy Varghese | Karl Reilly | Selvarayed
Lisa Mangan | Madiha Javed | Vanessa Da Silva
Lorna Bent | Melanie Campbell | |
Nicola Hogan | Mishaal Naseem | |
Paula Rowan | Sandja Veigule | |
Richard Meeke | Serena Blacoe | |
Senan Geraghty | | |
Susan Reilly | | |
Yvonne Finnerty | | |

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Early Learning Initiative

No. of volunteers - 33
Hours volunteered - 50
Futures impacted - 30

The Early Learning Initiative (ELI) which is based at the National College of Ireland (NCI) was developed to address the problem of educational underachievement in marginalised communities such as the Docklands community. Building upon tried and tested models of early years’ intervention, it is their mission to work with communities in areas of the greatest need to provide world-class parent and child learning support programmes. Deloitte volunteers continue to support career mentoring and school project judging throughout the year.

FY17 volunteers

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aidan Cash</td>
<td>David O’Riordan</td>
<td>Michael Irwin</td>
<td>Sanjeev Chahar</td>
</tr>
<tr>
<td>Alan Coyne</td>
<td>Deirdre Clarke</td>
<td>Nadya-Noviana Gargan</td>
<td>Sean Cleary</td>
</tr>
<tr>
<td>Alan Cuddihy</td>
<td>Deirdre Keenan</td>
<td>Niall Garry</td>
<td>Sinéad Feeney</td>
</tr>
<tr>
<td>Aoibheann Murphy</td>
<td>Donal Butler</td>
<td>Paul McGarry</td>
<td>Siobhan Howard</td>
</tr>
<tr>
<td>Catherine Ryan</td>
<td>Eoin Kelly</td>
<td>Paul O’Neill</td>
<td>Thomas Murphy</td>
</tr>
<tr>
<td>Colm Egan</td>
<td>Jim Meegan</td>
<td>Paul O’Neill</td>
<td>Tracey Kinsella</td>
</tr>
<tr>
<td>Conor Gillespie</td>
<td>Joshua Sohmer</td>
<td>Philippa Reynolds</td>
<td></td>
</tr>
<tr>
<td>Daniel Holland</td>
<td>Mary Meagher</td>
<td>Rachel Basquel</td>
<td></td>
</tr>
<tr>
<td>David O’Leary</td>
<td>Megan Jordan</td>
<td>Richard Cawley</td>
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</tbody>
</table>
Junior Achievement

No. of volunteers – 57
Hours volunteered – 296
Futures impacted – 652

Junior Achievement (JA) encourages children to stay in school and creates a culture of enterprise within the classroom. Volunteers teach classes from primary through to secondary school showing them how they can contribute to the world around them as individuals, workers and consumers. It is a worldwide organisation that helps 9.3 million young people each year and in Ireland, Deloitte helped Junior Achievement reach over 59,000 students in FY17 through participation in the School Partnership Programme and mock interview sessions. Our 57 Deloitte volunteers inspired and motivated 652 students in 21 local schools this year. We are proud of our longstanding relationship with the organisation since their establishment in Ireland and look forward to offering further volunteering opportunities with them over the coming years.

Volunteers listed below took part in the “in-schools” programmes, mock interviews and the newly introduced Career Ready Programme which saw 17 Deloitte volunteers of a total 30 places take part.

Career Ready develops students’ potential by enabling their involvement in a range of activities including working with a business mentor for 18 months, visiting workplaces, attending masterclasses and completing work placements.

<table>
<thead>
<tr>
<th>Primary School Volunteers</th>
<th>Class</th>
<th>Secondary School Volunteers</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Róisín Deasy</td>
<td>1st Class</td>
<td>Joseph Tucker</td>
<td>1st Year</td>
</tr>
<tr>
<td>Sinead Farrell</td>
<td>1st Class</td>
<td>Laura Kelly</td>
<td>1st Year</td>
</tr>
<tr>
<td>Gearóid Grogan</td>
<td>2nd Class</td>
<td>Marie Ryan</td>
<td>2nd Year</td>
</tr>
<tr>
<td>Josh Megan</td>
<td>2nd Class</td>
<td>Anton Katayev</td>
<td>2nd Year</td>
</tr>
<tr>
<td>Ann Finnegan</td>
<td>3rd Class</td>
<td>Niall Kelly</td>
<td>4th Year</td>
</tr>
<tr>
<td>Varsha Vaswani</td>
<td>3rd Class</td>
<td>Paul Connellan</td>
<td>4th Year</td>
</tr>
<tr>
<td>Paul Muldoon</td>
<td>4th Class</td>
<td>Susan Doyle</td>
<td>4th Year</td>
</tr>
<tr>
<td>Derina Bannon</td>
<td>6th Class</td>
<td>John Kernan</td>
<td>4th Year</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ciaran Igo</td>
<td>4th Year</td>
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<tr>
<td></td>
<td></td>
<td>Aishling Cameron</td>
<td>4th Year</td>
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<tr>
<td></td>
<td></td>
<td>Kenneth Henry</td>
<td>4th Year</td>
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<table>
<thead>
<tr>
<th>Mock Interview Volunteers</th>
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<tbody>
<tr>
<td>Áine Prior</td>
<td>Lucy Palic</td>
<td></td>
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<tr>
<td>Ashling Cameron</td>
<td>Luke Hickey</td>
<td></td>
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<tr>
<td>Alex Keenan</td>
<td>Maeve O’Neill</td>
<td></td>
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<tr>
<td>Ann Fahy</td>
<td>Mairéad Walsh</td>
<td></td>
</tr>
<tr>
<td>Caitriona Larkin</td>
<td>Mariola Osiak</td>
<td></td>
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<tr>
<td>David Fitzpatrick</td>
<td>Orla Dignam</td>
<td></td>
</tr>
<tr>
<td>Emma Elliott</td>
<td>Pauline Hoosemans</td>
<td></td>
</tr>
<tr>
<td>Gareth O’Reilly</td>
<td>Ryan O’Rourke</td>
<td></td>
</tr>
<tr>
<td>John O’Donoghue</td>
<td>Susan Doyle</td>
<td></td>
</tr>
<tr>
<td>Joseph McManus</td>
<td>Tom Burke</td>
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<table>
<thead>
<tr>
<th>Career Ready Mentors</th>
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</thead>
<tbody>
<tr>
<td>Abigail Dennis</td>
<td>Jessica Lavery</td>
<td></td>
</tr>
<tr>
<td>Caroline Little</td>
<td>Karen Kruger</td>
<td></td>
</tr>
<tr>
<td>Claire Bergin</td>
<td>Malik Pervaiz</td>
<td></td>
</tr>
<tr>
<td>Claire Galvin</td>
<td>Nikki Hegarty</td>
<td></td>
</tr>
<tr>
<td>Daniel Bash</td>
<td>Philip Power</td>
<td></td>
</tr>
<tr>
<td>Declan Bond</td>
<td>Senan Geraghty</td>
<td></td>
</tr>
<tr>
<td>Derval McCloat</td>
<td>Sinead Green</td>
<td></td>
</tr>
<tr>
<td>Eoin Gallagher</td>
<td>Tereza Telsova</td>
<td></td>
</tr>
<tr>
<td>Flora Fleischer</td>
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<table>
<thead>
<tr>
<th>Inspiring Local Primary Students - Cork</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Eileen Healy</td>
<td>Senior Infant</td>
</tr>
<tr>
<td>Frances Lenihan</td>
<td>4th Class</td>
</tr>
<tr>
<td>Kevin Kidney</td>
<td>4th Class</td>
</tr>
</tbody>
</table>
Suas are an ambitious, education and social-change focused organisation. Their programmes support disadvantaged and under-resourced communities in Ireland, India, Kenya and Zambia. Their vision is a world where all children and young people are given the opportunity to realise their full potential in life. Allowing them to go on to create positive change in their society. Suas believe in education as the means to achieve this vision.

Our volunteers work with our partner school in Warrenmount, Dublin 8 for a paired literacy programme to read with the same group of students each week for a school term. Not only does this improve their literacy but also establishes a strong support relationship for the mentees.

- 250% the average rate of reading progress for children we supported
- 1 in 10 children in Ireland have serious difficulties with literacy. In some DEIS schools this rises to 1 in 3

**FY17 Volunteers**

<table>
<thead>
<tr>
<th>Volunteers Sept – Dec</th>
<th>Volunteers Feb – May</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ann-Marie Derham</td>
<td>Adam Trundle</td>
</tr>
<tr>
<td>Daisy Grehan</td>
<td>Aoife O'Leary</td>
</tr>
<tr>
<td>Eibhlín Browne</td>
<td>Claire Bergin</td>
</tr>
<tr>
<td>Gráinne Nolan</td>
<td>Daisy Grehan</td>
</tr>
<tr>
<td>Johnathan Clarke</td>
<td>Eadaoin Bohan</td>
</tr>
<tr>
<td>John-Ray Doocey</td>
<td>Robert Cronin</td>
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<tr>
<td>Katie Byrne</td>
<td></td>
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<tr>
<td>Lisa Mangan</td>
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<tr>
<td>Sean McHugh</td>
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Volunteering overseas

Nurture Africa
Founder and CEO of Nurture Africa, Brian Iredale first volunteered in Africa in 1997. During his volunteer work in an orphanage home, school, and work camp, Brian witnessed first-hand the high level of poverty and illness in Uganda. He decided to return to Ireland to study paediatric nursing, which would allow him to return to Uganda and offer better assistance. When he returned to Uganda in 2002, he realised that he could try to do something small in Ireland to help the many orphans and vulnerable children who were constantly unwell, but more importantly not getting access to any services from government institutions or NGOs. In 2003, Brian founded A-Z Children's Charity; focusing the organisation on providing healthcare and education to the most vulnerable children within the communities that the organisation would operate in Uganda. He continued with this work on a voluntary basis until 2009, when he gave up paediatric nursing and started working full time for the organisation. In 2011, what was once known as A-Z Children's Charity rebranded to Nurture Africa; a name which embodies the ethos and vision of the organisation into the future.

Today in Uganda, Nurture Africa is sustaining the employment of 57 Ugandan staff members across all departments. Nurture Africa's work centres around nurturing the mental, physical and emotional growth and wellbeing of Ugandan HIV/AIDS infected and affected orphans and vulnerable children, and their HIV+ parents/guardians.
This year was the fourth year that Deloitte Volunteers have travelled to Uganda. For the last two weeks of October, 20 Deloitte volunteers gave their time, labour and professional skills to their host community in Uganda by working with Nurture Africa.

The team had an extremely successful programme upskilling local schools and HIV community organisations with finance assistance and Microsoft office skills.

Some of the team worked directly with Nurture Africa on designing a sustainability model for the charity and reviewed the charity’s microfinance programme with seven local NGO’s organisations and Nurture Africa, putting their professional skills to use helping them with the basic groundwork of their structures to ensure there is a solid foundation for them to build on. Particular areas that volunteers worked on were basic accounting concepts, recovery systems for data, and teaching of computerised accounting systems. The team were also out in the local schools taking part in reading classes and playing sports.

While volunteering on the programme there was also the special opportunity to visit the homes of the families who are supported through the Nurture Africa programme.

Read the excerpt from a blog written by volunteer, Brendan Kelly, on his Highlights:

Brendan Kelly – Blog Excerpt - Highlights

One day four of us were brought to four different homes of people supported through the Nurture Africa programme. The homes each had much in common with one another. They were all no more than 12-15 square metres and were just one room. The occupants of the homes were single mothers or big sisters who had several children to take care of. Most of these women were HIV positive and there was always one or more children in the home also infected with HIV. We were shown their medication and they described their situation to us and how Nurture Africa have helped them. The children sang us songs which was always a happy and/or funny experience!

The next day after our work on the pharmacy application we went to a school and read books with the children. They were extremely shy and were very hesitant to share any opinions on the story of Little Red Riding Hood, but they were excellent at reading it aloud to us and enjoyed the story. Their shyness went away when we asked them to sing us a song. In return I got my guitar and sang them a song (‘3 Little Birds’ by Bob Marley). We then went outside to the playground and had an almighty session of singing songs like Hokey Pokey, Bare Necessities, Heads Shoulders Knees and Toes, and they also performed a much more entertaining version of the alphabet than I have ever seen. What a day that was – a big highlight for me!

Another highlight was when we visited the various women who had received loans from Nurture Africa to set up businesses and become self-sustainable. There were vegetable stalls, a money card stand, purse and bag makers and fish stalls. It was very impressive and inspiring that these women were minding children and also working on their businesses for every hour of the week they could find.
## FY17 Nurture Africa Volunteers

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aisling O'Connor</td>
<td>Dublin</td>
<td>Consulting FS</td>
</tr>
<tr>
<td>Ashling McDonnell</td>
<td>Dublin</td>
<td>Tax Corporate &amp; Internat.</td>
</tr>
<tr>
<td>Barry McCarthy</td>
<td>Dublin</td>
<td>Tax Corporate &amp; Internat.</td>
</tr>
<tr>
<td>Brendan Kelly</td>
<td>Dublin</td>
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**Supported Staff Volunteering - Local and Overseas**

A number of our people took advantage of our supported leave policy for volunteering for different not for profit organisations as listed below:

- Kate McErlean - The painted Turtle, U.S.
- John Sexton – Rock reaches out to Kenya
- Aislinn Hayes and Rachel Bohan – Habitat for Humanity, The Philippines
- Marie Ryan – Barretstown, Co.Kildare
- Deirdre Hurson – Vinjeru School Trust, Zambia

**Volunteering policy**

Providing matching volunteering leave equal to the amount of personal leave taken to participate in approved volunteering activity nominated by the person up to a limit of two days per annum. In exceptional circumstances involving volunteering in excess of two weeks or otherwise (e.g. volunteering overseas), additional volunteering leave can be awarded at the discretion of the Corporate Responsibility partner in consultation with the Department Head.

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**Blog Excerpt – Habitat for Humanity – Aislinn Hayes and Rachel Bohan**

Aislinn & Rachel, technology consultants and DIY extraordinaires, spent three weeks in the Philippines volunteering with Habitat for Humanity. The charity has been running an extensive disaster response programme, working alongside families to rebuild their homes and communities after Typhoon Haiyan in 2013. The typhoon, also known as Yolanda, killed 6,300 people and critically damaged more than 1 million homes.

Here’s what they had to say about their trip:

Together with teams from Japan and another Irish volunteer, we spent 3 works working with Habitat for Humanity to build homes on the small island of Bantayan, Cebu. Habitat rally teams of volunteers across the globe to help in areas of need. Their self-help model provides families and communities with a ‘hand-up’ to pull themselves out of poverty. Families invest hundreds of hours of their own time, ‘sweat equity’, building their homes and their communities. The vision is much more than bricks and mortar. It is about empowerment, opportunity and change for the benefit of an entire community for generations.

Swapping our desks jobs for manual labour, we did different activities each day, including painting, mixing cement (by hand!), digging foundations, laying blocks, and helping wherever we could. The local builders and families had a rather minimalist approach to health and safety, with some labourers wearing flip-flops or working bare foot - needless to say we weren’t quite as brave, but at the end of our trip we left our work boots behind to make sure that they would get plenty more use. While the work was sometimes tough in the hot conditions, it was extremely rewarding. It was an amazing experience, and while the site in Bantayan is nearly finished, Habitat for Humanity has opportunities all around the world to volunteer. We highly recommend getting involved.
Fundraising

Irish Cancer Society
Daffodil Day 2017 took place on Friday 24 March and saw plenty of activity around the offices. Staff were invited to purchase fresh daffodils and pins which were sold by the Director group across the business in the reception areas of the building, and people were invited to wear an item of yellow to raise awareness. Money was raised by staff in all offices and on client site on the day totalling €3,978. Including a Deloitte donation €5,070 was made to the Irish Cancer Society.

Pieta House
Pieta House provide a free, therapeutic approach to people who are in suicidal distress and those who engage in self-harm.

For this year’s mental health awareness month in the month of May, Deloitte supported the Darkness into Light Event, specifically the one in Ringsend, Dublin. Darkness into Light is the largest fundraiser for Pieta House, raising €3.5 million. A number of people across the business also took part in the many different Darkness into Light walks which took place across the country. A denim day was held at the end of the month and a cheque of €2,500 was presented to Pieta House, which included a top up from Corporate Responsibility.

Movember
In November 2016 a team of Deloitte men led by Conor MacAllister continued the tradition of the Movember campaign in Deloitte in aid of the Irish Cancer Society with the funds going specifically towards the research of men’s prostate cancer. With all fundraising activities in house and personal requests from the team, a grand total of €6,329 was raised by everyone involved, ranking them 7th in team rankings in Ireland for funds raised. Movember is one of the top NGOs and was ranked #72 of 500, so it is a very worthy cause to support and for our people to get behind.

SVP
The Society of St. Vincent de Paul is a direct service non-profit organisation whose work primarily involves person-to-person contact with people who have a variety of needs. In addition to direct assistance, the Society tries to promote self-sufficiency, enabling people to help themselves. Any assistance offered by the Society is given in a non-judgmental spirit of compassion, based on the need of the individual or family. A key strength of SVP is in the personalised delivery of help which makes it unique in its role as a charitable organisation.

The origin of the Christmas Society of St Vincent de Paul fundraiser in Deloitte dates back to 2004. On foot of an appeal letter received, Maria Brandon and Deidre Slattery set about organising the salary deduction appeal. Pat Kenny, the then Managing Partner offered a matching contribution on behalf of the partners and it was an instant success raising over €6,000 in that year. In the ten years since then an aggregate of €213,250 has been raised.
Longstanding Contributions
We support a number of different organisations by making a financial contribution, on an annual basis or one off support.

Some organisations that we have a long standing relationship with are as follows:

Business to Arts
Supporting creative partnerships between business and individuals and the arts - €7,000 per annum.

Hedge Funds Care
A global foundation supported by the generosity of Hedge Funds Care and Private Equity Cares. Help For Children provides grants to the most effective and efficient child abuse prevention and treatment interventions in seven countries, making the world a safer place for children - €5,000 per annum.

Irish Hospice Foundation
Striving to provide the best end of life care and ensuring equal access to palliative care and support to all - €6,000 per annum.

Matt Talbot Community Trust
A community education programme based in Ballyfermot, Matt Talbot aim to tackle social issues that can lead to criminal behaviour, by the provision of education and structured person centric support. The Matt Talbot Community Trust provides support for individuals in recovery from addiction and returning from prison - €5,000 for a 3-year commitment.

Palestrina Choir
Annual contributions to the choir’s Christmas Concert with funds also supporting the operation and running of the choir throughout the year. Originally founded in 1903, one of their main aims is to develop the classical voices of the choir boys - €3,000 per annum.

Paralympics Ireland
Our financial support helps the organisation in their mission of ‘Leading elite athletes with a disability to Paralympic Games success’ – €15,000 per annum.
**Christmas initiatives**

Christmas can be a tough time of year for some portions of society. Each year, to get into the Christmas spirit, we run a number of initiatives to try and make Christmas that little bit special for these people.

Christmas 2016 saw a number of initiatives taking place across the offices, for different organisations, all listed below.

**Analyst Christmas Challenge**

Fundamental to the Consulting Academy experience is the incorporation of corporate responsibility into the syllabus. Analysts are expected to use their learned skills and apply them in an altruistic manner for the benefit of the community. In 2016 the group raised money and organised events for the following charities:

- Capuchin Day Centre
- Cheeverstown House
- Move for Parkinsons
- Ronald McDonald House
- Sophia Housing

Congratulations to the group of over 70 Analyst 1's for raising over €16,000 in the Christmas Challenge in just one week. This included a Top up from CR. They used these funds to hold special Christmas events for users in both Alone and Cheeverstown as well as facilitating The Move4Parkinson's Choir at Cheeverstown and the Deloitte Christmas party. After organising and planning the events and buying Christmas presents for all, nearly €12,000 was left to donate to the 5 chosen charities.

**Barnardos**

No child gets left behind

**Christmas Toy Appeal – Barnardos**

Once again, everyone gave generously to this year's toy appeal for Barnardos. Almost 200 presents were donated to girls and boys of varying ages. The Barnardos Toy Appeal ensures that all children have a reason to smile at Christmas time.

**Cheeverstown**

Fundraising at Children's Christmas Parties for Cheeverstown

Now in its 21st year the children's Christmas parties took place in the Academy in the Deloitte office which was transformed into Santa's grotto with a magician, a clown, elves and of course the main man himself, Santa Claus aka Gerry Clarges. These parties are open to children of Deloitte employees who love to come into the offices to meet Santa Claus. “I met Santa at the Deloitte Children Christmas Party” badges were sold at each party to raise funds for Cheeverstown Airton Road.

These generous donations resulted in a grand total of €538. As a token to the long standing relationship that Deloitte shares with Cheeverstown, the amount raised was topped up to €1500 with a donation from the firm. Liam from Cheeverstown came to the Deloitte offices for the presentation of the cheque.
Volunteering & Fundraising Report FY17

Our Community
What is IMPACT Day
IMPACT Day Projects
Intern & Co-op
IMPACT Day
Volunteering at Home
Volunteering Overseas
Fundraising

Dublin Simon Community Sing for Simon
40 Deloitte volunteers again sang Christmas Carols in aid of the Dublin Simon Community at Clery's on O'Connell Street on 12 December 2016. The Dublin Simon Community work to prevent and address homelessness in Dublin, Kildare, Wicklow and Meath providing services at all stages of homelessness and enable people to move to a place they can call home.

Thank you to Jake Cawley for co-ordinating this initiative and leading it into its third year. A total of €1,500 was raised by the singers including a top up from Corporate Responsibility.

Shoebox Appeal – Inner City Helping Homeless
Open present boxes were left under the Christmas trees and outside the lifts across the different buildings as drop off points for shoeboxes to be out together and donated to ICHH. Items could include warm clothing, toiletries, non-perishable foods or gift vouchers.

Over the two week period that the appeal ran for, almost 40 boxes, each one carefully wrapped and thoughtfully stocked, were donated and were distributed by the charity to give to those most in need.

Other Denim Days
Nurture Africa Denim Day
In support of the fundraising efforts of our group of volunteers travelling to Uganda with Nurture Africa, a denim day was held in the office and a total of €2,177 was fundraised, which included a top up from Corporate Responsibility.

Heart Children Ireland
Heart Children Ireland is a small charity run by just two people. Heart Children Ireland is a support group for parents and families of children with a Congenital Heart Disorder. CHD is the most common of all birth defects affecting one in every one hundred children born at present. About half of all babies born with CHD will require heart operations. A total of €2,640 was raised, which included a top up from Corporate Responsibility.
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