We aim to provide a valuable and sustainable contribution to the community.
Introduction
We aim to provide a valuable and sustainable contribution to the community. We do this in close co-operation with our people. By agreeing common objectives and by providing and supporting volunteering opportunities, both inside and outside working hours, we seek to gain maximum impact from our joint efforts.

Introduction
IMPACT Day continues to be the mainstay of our volunteering effort in the community. The exceptionally positive feedback from both volunteers and benefitting charities and not-for-profits is re-assuring. 2015 saw the continuation of the professional skills projects grow in strength, with 6 projects very well supported by volunteers. Deloitte’s community programme in 2015/16 involved a significant amount of fundraising and volunteering activity with 7,356 hours and €297,462 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 & encouraged to take part in IMPACT Day, matched volunteering leave for volunteering programmes at home & abroad as well facilitating time off during the working day to volunteer in schools. The CR spend for the year included IMPACT Day costs, staff fundraising events supported by partner contributions, direct donations to charities as well as in kind donations. We have some long standing fundraisers for certain charities and we keep fundraising and donations in line with staff & partner initiatives and interests. We aim to increase the number of hours and monies fundraised within the firm for the year ahead.
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 through their time, energy and expertise to the selected organisations.

**IMPACT Day 2015**

**17 September 2015**

We have seen a huge increase in the numbers volunteering to take part in IMPACT Day. In 2015, we had over 750 people from the Dublin, Cork and Limerick offices involved in IMPACT Days, including the intern specific day held in July. These numbers included participants across all departments, and from 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 service lines in the firm that they may not otherwise come across on a day to day basis.

Sarah Jayne Mac Laverty took on the demanding role of project managing the day and was duly supported by Claire Bergin from the CR Team.

The People

Participation in IMPACT Day is encouraged across the firm whether you are on client site or based in the office. The IMPACT Day team endeavour to ensure that volunteers have their first preference of project to be involved in on the day. Each project has a limited number of spaces available and we see a trend of particular charities that are popular each year. These can fill up quite quickly, so those voting must ensure they are quick off the mark to secure their place on their project of choice. The organisations that we work with are chosen year by year and can come about through staff suggestions or through on going relationships that Deloitte may have with a particular organisation, or are recommended to us by Business in the Community.

**The Projects**

The Projects that our volunteers work on are one of two types of volunteering; professional skills or 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, as well as responding to the needs and requirements of organisations, as sometimes their needs go beyond walls requiring a fresh coat of paint.

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

Traditional volunteering can allow organisations to complete tasks that the not for profits may otherwise struggle to complete due to a lack of resources and funding. Huge tasks such as painting projects, clearing out and re planting gardens can be completed in just one day by our efforts making it one less thing for an organisation to have to worry about! Both types of volunteering ensure that IMPACT Day is enjoyable for all volunteers, who can be assured of a highly energised, rewarding experience. There is a buzz that surrounds the offices on the morning of IMPACT Day, noticeable even to the general public walking past Hatch Street. 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.
Firm wide IMPACT Day Projects

1. Alone
Project Leader – Daragh O’Dwyer
Location – Kilmainham, Dublin 8
No. of Volunteers – 24

ALONE’s supportive housing service provides 100 homes for older people throughout Dublin city who are homeless or were at risk of becoming homeless. Willie Bermingham Place is ALONE’s largest housing complex, with 35 individual homes plus a communal room and garden on site. Refurbishment and maintenance projects at the complex are ongoing throughout the year.

On IMPACT Day volunteers carried out tasks such as painting, cleaning of windows, and gardening, including weeding of beds, planting and general clean up.

2. Arc Cancer Support Centres
Project Leader – Lorraine Morrison/Nikki Hegarty
Location – Deloitte offices
No. of Volunteers – 14

ARC Cancer Support Centres are a haven from the outside world, offering support to men, women and children affected by cancer and those who care for them. The support is holistic and complements medical treatment with counselling, psychological support, complementary treatments and care. Arc provide a wide range of professional, confidential and caring services, free of charge.

Arc had three asks on the day in the sphere of professional services; PR and Awareness building advice, the development of a corporate engagement plan, and for advice on volunteer recruitment. The team of volunteers worked tirelessly to provide the organisation with tangible advice that they could put to immediate use.

3. An Taisce – Bull Island
Project Leader – Marta Wasiak
Location – Bull island, Dublin 3
No. of Volunteers - 25

The Clean Coasts programme organises beach clean-ups, removing considerable quantities of marine litter from Ireland’s beaches and waterways which results in a tangible and immediate improvement in Ireland’s coastal environment. Always a popular project among our volunteers, the beach clean-up gives volunteers the chance to see the physical difference that can be made in a day’s clean up. Deloitte have volunteered with An Taisce for both Intern and Co-op and Firm wide IMPACT Days for the past few years. An Taisce also give volunteers a full overview and history of Bull island so that volunteers can fully understand the importance of their work.

4. Barretstown
Project Leader – Lisa Buckley
Location – Barretstown Castle, Ballymore Eustace, Co. Kildare
No. of Volunteers - 25

Barretstown is a residential camp for children and families that offers a range of adventurous and challenging activities, supported behind the scenes by their medical team. Barretstown is able to respond directly to the needs of a child living with a serious illness – both clinical and psychological. Their therapeutic recreation model is recognised by paediatrician’s psychologists all over the world as an important and necessary component of a child’s treatment: the hospital treats the illness and Barretstown treat the child.

Volunteers this year undertook a site enhancement project which included plenty of gardening and painting of the iron railings on the driveway. This sort of work is a great aid to the grounds staff at Barretstown who are a relatively small team and very busy so having a large amount of people on site for one day can make a huge difference.
5. Cheeverstown - Gardening
Project Leader – Gerard Burbridge
Location – Kilvare, Templeogue, Dublin 6W
No. of Volunteers – 32
Cheeverstown House is based in Dublin. A voluntary organisation, they provide 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. This includes residential places in Cheeverstown Centre; with the remaining places in houses throughout the locality. They also provide a further 17 respite places as well as flexible in home support; a range of early childhood, education and day care services for children; vocational training and employment programmes for adults.
Deloitte have a long standing relationship with Cheeverstown and this year undertook two projects for IMPACT Day, the second listed below. This project was largely gardening and painting based, undertaking a general clean-up of the grounds, including laying the foundations for a pathway. This work really brought out the best in the location at Templeogue and brightened the whole atmosphere. Martin Meade our Cheeverstown resident was also on hand on the day to volunteer and get his hands dirty with the group from Deloitte. He was only delighted to show them around!

6. Cheeverstown IT
Project Leader – Shane McInerney
Location – Airton Road, Templeogue, Dublin 6W
No. of Volunteers – 11
A group of volunteers also went to The Cheeverstown Training Centre where they provided one to one training in basic IT skills to the users of Cheeverstown. The use of IT, the internet and social media has become a huge tool in enabling people to stay connected to their surrounding environment and to engage with their local community. Volunteers helped users with social media, online banking sites and use of search engines online in this one day of training, which can really have a lasting benefit.

7. Cheshire Eaglewood
Project Leader – Michael Bridges
Location – Rochestown Avenue, Dun Laoghaire, Co. Dublin
No. of Volunteers - 28
Cheshire Ireland provide a range of support services to people with both physical and neurological conditions in their homes, in residential centres, in supported accommodation and in standalone respite facilities. Their aim is to provide quality, person-centred services, which facilitate people with disabilities to live a life of their own choosing. Cheshire Eaglewood, Dun Laoghaire, provides on-site care support to clients who are wheelchair users living independently in apartments in the Cheshire complex. The volunteers painted 6 of the user’s apartments that had become damaged due to the daily wear and tear of the wheelchairs as well as the painting of two rooms in staff and volunteer quarters.

8. Coolmine Therapeutic Community
Project Leader – Colin Melody
Location – Damastown Walk, Dublin 15
No. of Volunteers - 28
Coolmine is a drug and alcohol treatment centre providing community, day and residential services to men and women with problematic substance use and their families in Ireland. Established in 1973, CTC was founded upon the philosophies of the Therapeutic Community (TC) approach to addiction treatment. The TC is primarily a self-help approach in which residents are responsible for their own recovery with peers and staff acting as facilitators of change. There is deep commitment to ‘community as method’ where the primary therapy and the main agent for change is the community itself. Participants in the programme are expected to contribute to the general running of the community.
and to their own recovery by actively participating in educational activities, group and individual therapy. The volunteers revamped the canteen area to facilitate the increased number of women and children, and improve the overall client experience, ensuring a healthy and safe dining/canteen space. Volunteers also got to work in the garden with some general maintenance and clearing out the greenhouse making it a useable space again.

9. Clúid Housing Association
Project Leader – Sheena Murray and Goind Ram Khatri
Location – Belmayne, Dublin 13
No. of Volunteers - 23

Clúid Housing association aim to provide social housing for people on low incomes. Currently there are about 90,000 households on waiting lists across the country; of these about 30,000 to 40,000 are living in seriously unsatisfactory housing. Clúid aims to achieve its vision by providing quality housing and services to enable people to create homes and thriving communities.

The team of volunteers carried out some gardening to give the common spaces a fresh feel to be enjoyed by the community. They also painted a large section of the communal corridor across a number of the apartment blocks.

10. Foroige Fettercairn Youth Horse project
Project Leader – Deirdre O’Dwyer
Location – Fettercairn, Tallaght, Dublin 24
No. of Volunteers - 36

The Youth Horse project at Fettercairn is a community owned horse riding centre in Tallaght. The organisation seeks to channel the community’s enthusiasm and love for horses into a constructive activity. The organisation has complemented the Control of Horses Act, and provides an opportunity for young people in the area to channel and fine tune their interests in animal welfare, care and riding. The paddocks at the centre were wrought with poisonous weeds which the volunteers dug from the paddocks. Volunteers also painted two of the offices, the conference room and the kitchen on site to make the centre a welcoming place for users and volunteers.

11. Green Communities (An Taisce)
Project Leader – Barry Whelan
Location – DCU Campus, Glasnevin, Dublin 9
No. of Volunteers – 15

An Taisce Green Communities work with volunteer groups in communities to actively enhance local biodiversity. The group undertook a clean-up and maintenance of an area.

The Garden on the DCU campus needed complete redevelopment and maintenance. This involved harvesting of existing crops such as apples, crop processing and digging out and building a pond. Volunteers carried on from the work that was carried out during the Intern IMPACT Day which meant that the garden was transformed.
12. Irish Deaf Society
Project Leader – Karen Kruger
Location – Ashbourne, Co. Meath
No. of Volunteers – 16

The Irish Deaf Society seeks to achieve and promote the equality and rights of the deaf in Ireland. It is the largest deaf led organisation in Ireland working with both the deaf and hard of hearing community. The Irish Deaf Society work to promote the use of Irish sign language, as well as social inclusion and equal access to employment. The volunteers worked hard to fit out and completely transform the charity shop in Ashbourne which involved painting and general clean up. They also reorganised the storage unit and cleared up the area.

13. Irish Pilgrimage Trust
Project Leader – Linda Hall
Location – Deloitte offices
No. of Volunteers – 5

The Irish Pilgrimage Trust (IPT) is a registered charity in Ireland, and for over 40 years the Trust has been travelling on pilgrimage/holiday to Lourdes with young people with special needs, from all over Ireland. The Trust has over 1,100 people travelling at Easter time to Lourdes, as well as to two facilities in Kilcuan, Co. Galway and Cois Cuain, Co. Wexford each offering different opportunities such as Friendship Weeks during the summer. On top of the logistical efforts of coordinating such trips, the organisation must also fundraise for the upkeep of both facilities. The IPT had a stand at the National Ploughing Championships and so the team of volunteers from Deloitte helped to build a well that would be used on the stand as a fundraising tool.

14. Lakers Social and Recreational Club
Project Leader – David Wheatley
Location – Bray, Co. Wicklow
No. of Volunteers – 17

Lakers Social & Recreational Club is a community-based sports, social and recreation club for children and adults with an intellectual disability. The club provides a wide range of sporting and educational services to members across Leinster from its centre in Bray, Co. Wicklow. Members develop their skills and abilities through a range of activities such as sport, drama, arts & crafts, cookery and much more. The teamwork and inter-action with other people in these activities promotes the development of social skills, growth in self-confidence and self-esteem. Volunteers undertook a huge painting job on the clubhouse, particularly the halls and doors along the corridors which were damaged by general wear and tear and use of sporting equipment.

15. Matt Talbot Community Trust
Project Leader – John Stewart
Location – Ballinascorney, Co. Dublin
No. of Volunteers – 28

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.

Matt Talbot is one of our mainstay IMPACT Day projects and is very popular among staff in Deloitte. Given the marshy landscape of the site in Ballinascorney, the team were tasked with putting down a raised wooden pathway that will enable users to enjoy the walkways without getting too mucky or
caught in bogs. This was a hugely physical task which was embraced by the entire team.

16. Ranelagh Arts Centre
Project Leader – Scott Flynn
Location – Ranelagh, Dublin 6
No. of Volunteers – 30

Ranelagh Arts Centre help to promote the Arts in community led activities and events. The Ranelagh Arts festival running from 17th - 22nd September, is one of the centres biggest events of the year and aims to build on the success of their previous programmes to further broaden their events in the areas of music, literary, poetry, history of Ranelagh and many more.

The group of volunteers were needed to help spruce up the venue in advance of the festival, painting bollards, flower beds and boxes as well as hanging flower baskets throughout the village bringing cheer and joy to the locality. Eoghan Murphy TD tweeted his praise for the Deloitte team on the day!

17. Ringsend Tidy Towns
Project Leader – Fiona Kenefick
Location – Ringsend, Dublin 4
No. of Volunteers – 49

The primary focus of Tidy Towns is to encourage communities to improve their local environment and make their area a better place to live, work and visit. The competition aspect is an important element in developing friendly rivalry that helps boost standards across the board. The Ringsend Tidy Towns Committee was formed after a very successful Clean-up Day organised by the Ringsend community. The community is coming together in an attempt to raise the profile of Ringsend and improve the landscape to run parallel with the already improved landscape of its neighbouring business community. The Deloitte group of volunteers carried out a complete overhaul of the area leaving the community spick and span for the general upkeep by the committee.

18. Sophia Housing
Project Leader – Kevin Young
Location – Cork Street, Dublin 8
No. of Volunteers – 20

Sophia Housing Association provides transitional accommodation for one parent families and couples with families coming from a homeless situation. Sophia’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 painted fully 3 apartments at the location in Cork Street. Each of the rooms in the one, two and three bed apartments got fresh coats of paint giving the home a bright new look.

19. Spirasi
Project Leader – Bryan O’Doherty
Location – Deloitte Offices
No. of Volunteers – 13

Spirasi, Ireland’s only organisation helping survivors of torture who are asylum seekers, refugees, or other disadvantaged migrant groups. Their aim is to serve those who flee torture and severe trauma
– whether through medical diagnoses and therapeutic rehabilitation programs, provision of support to and advocacy for those navigating Ireland’s legal system, or through educational classes aimed at helping their clients’ integration into Irish society.

The ask from this professional skills project was to help the organisation with the development of their organisational strategy and creation of a new strategic plan.

20. SVP Kerdiffstown Holiday Centre
Project Leader – Louise Keating
Location – Johnstown, Naas, Co. Kildare
No. of Volunteers – 17

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 of 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 painted the accommodation areas which amounted to 20 bedrooms, as well as corridors in the centre.

21. SVP Ozanam House
Project Leader – Brendan Kelly
Location – Mountjoy Square, Dublin 1
No. of Volunteers – 12

Ozanam House offers programmes and courses that develop skills and provide support in a wide variety of areas. They offer individuals, young and old, the opportunity to build their confidence and self-belief to develop and grow, so that they and their families can have a better future. Over 500 members use the services in the centre each week, ranging in ages from two to their nineties. Due to the volume of traffic through the reception area, and stairwell, it has had the most wear and tear.

The volunteers transformed the reception area, corridor and stairwell with a fresh coat of paint giving the place a much warmer, welcoming feel.
The Carers Association
Project Leader – Cian Crowley
Location – Mountjoy Square, Dublin 1
No. of Volunteers – 7

The Carers Association provides Family Carers with emotional and practical supports; to promote the interests of Family Carers and those receiving care in the home through effective partnership, lobbying and advocacy and to gain recognition and social justice for carer’s contribution to society.

Nationwide services include: carers outreach centres, carer support groups, home respite service for older people, home supports and training and education. The organisation sought merger advice for their upcoming merge with “Caring for carers” as well as advice on project performance management. Performance management is critical in order to demonstrate the impact and outcomes of their work, and also with regards attaining future funding. Since many of their factors are intangible, they are difficult to measure, so the team worked hard to set some parameters to make the benchmarking process more clear.

Tiglin
Project Leader – Katie Burns
Location – Ashford, Co. Wicklow
No. of Volunteers – 17

Tiglin is a centre for men and women affected by homelessness, drug and alcohol addiction in need of life skills training. They provide individuals with an effective and comprehensive solution to life-controlling addiction problems, including gambling, in order to become productive members of society. There are centres for both men and women where such services are provided as skills workshops in welding and woodwork, horticulture, cookery, money management and counselling.

Refurbishment and maintenance projects at the centre are necessary during the year to ensure that the services can continue to be provided to the best quality efficiency as is possible. As you can see from the picture below, the team worked to make the porta cabins more aesthetically pleasing by cladding them in timber.

Volunteer Ireland
Project Leader – Harry Goddard and Don Hicks
Location – Deloitte offices
No. of Volunteers – 9

Volunteer Ireland is the national volunteer development agency and a support body for all local Volunteer Centres and Volunteer Information Services in Ireland. Volunteer Ireland works to promote and celebrate volunteering in Ireland through campaigns such as National Volunteering Week and the Volunteer Ireland Awards.

They also provide support to for-profit companies interested in volunteering and offer volunteer management services for large-scale events and festivals.

Volunteer Ireland develops and supports best practice in volunteering and Volunteer Centres, according to a quality standard framework. Volunteer Ireland came to their IMPACT Day volunteers with three asks; to develop a clear advocacy strategy in line with their strategic plan to 2017, to develop a clear and consistent communications strategy and to develop a new corporate engagement strategy.
The project was in the best possible hands in order to meet the requests of the organisation and to provide them with the necessary advice to put into practice going forward from IMPACT Day.

25. Youth Work Ireland
   Project Leader – Dianne Rice
   Location – Deloitte offices
   No. of Volunteers – 12

Youth Work Ireland is a federation of 22 Local Member Youth Services and a national office. They support members to deliver an integrated youth services model to young people in their communities. This means that young people around Ireland can avail of a whole range of services and supports if and when they need them. Through a network of clubs, projects, drop in centres, youth information centres, youth cafés, music, arts, citizenship programmes and other outlets, they promote an open, integrated and accessible approach to working with young people.

The organisation wanted Deloitte’s advice on a potential office building move, as well as a potential move to the cloud, including a cost/benefit analysis of each.

Region IMPACT Day Project
The Cork and Limerick offices undertook a joint effort at O’Connell Court, a large painting project on O’Connell street, Cork City. The project saw over 90 people taking part to transform the location. O’Connell Court provides supported accommodation for older homeless people aged over 50 who are suffering from mental health problems. Residents are provided with food, shelter, as well as access to healthcare.

The facility which comprises of 66 units, which kept the volunteers more than busy for the day with plenty of work to be completed. The rooms were painted and freshened up to become a much brighter and welcoming space for its service users.

This project could not have been completed without the huge effort of Wendy Howell in the months & weeks in the lead up to IMPACT Day and of course to the rest of the IMPACT Day committee – thanks to all involved!

Intern and Co-op IMPACT Day
According to a survey conducted in the US by Cone Communications, 76% of millennials consider a company’s Corporate Responsibility commitments when deciding where to work. 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 on improving workplace initiatives that the intake 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 in July, 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.

“Impact Day is a great way to bond with your peers and it’s really satisfying to see the product of your work!”
   Summer Intern
Final thoughts...
As you can see there is a very wide variety of volunteering opportunities available to our people on IMPACT Day to encompass the wide range of skills we have to offer here in Deloitte. IMPACT Day is a fantastic opportunity to leverage these skills to make a difference in our surrounding community. Project teams are formed with people from different departments across the firm, which really maximises the use of our skill set. It is a very popular day (as demonstrated by the numbers), which is growing in size.

There is a strong interest from organisations for support from professional skills volunteering, and those who take part in these projects on the day, really engage with the organisations and thrive in the busy, high energy workspace to produce excellent results.
Volunteering
Junior Achievement
Junior Achievement 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 2015/16 through participation in the School Partnership Programme and Mock Interview Sessions. Our 40 volunteers inspired and motivated 565 students within a 21 kilometre radius of the offices. 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.

2015/16 Secondary School Volunteers
John Russell, 1st Year
Aidan Cash, 1st Year
Nuala Cronin, 3rd Year
Claire Bergin, 4th Year
Ciara McMullin, 4th Year
John Boland, 5th Year
Dymphna Cassidy, 6th Year

2015/16 Primary school volunteers
Aisling Kelly, Senior Infants
Sean McHugh, Senior Infants
Amanda Dilworth, Senior Infants
Danielle Ryan, Senior Infants
Aisling O’Mahony, 1st Class
Holly Bradley, 1st Class
Roisin Deasy, 1st Class
Amy Byrne, 2nd Class
Laura O’Keefe, 2nd Class
Niamh Cusack, 3rd Class
Nicola McNamee, 4th Class
Pauline Hoosemans, 4th Class
Eolan McKernan, 6th Class
Early Learning Initiative
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 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.

Volunteers 2015/2016
Ailbhe Flynn
Jim Meegan
Nicola Glover
Aoife Quinn
Joseph O’Brien
Padraic Cunningham
Aoife Bolger
Kevin Fox
Paul O’Neill
Caroline Browne
Liam Duffy
Richard Meeeke
Ciara Deegan
Lucy Harrington
Shane Connolly
Ciaran McAteer
Martina Keogh
Shane Foley
Conor Gillespie
Michael Irwin
Siobhan Howard
Deirdre Clarke
Michael Hartwell
Sean Gascoine
Gareth O’Connell
Niamh Healy
Taragh O’Connor

Age Action
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. Age Action mobilise and empower older people to advocate on behalf of themselves, their families and their communities as a key element of our advocacy work. As part of this work they will also challenge attitudes towards ageing and older people.

In Deloitte, we offer a computer literacy programmes 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 email. Learners and volunteers benefit from the experience of meeting with new people and forming friendships.

Volunteers 2015/2016
Maeve O’Hara
Jari Marjelund
Kate Salley
Emma Lendrum
Katie Nangle
Kate McErlean
Aisling Parke
Aideen Fennell
Pauline Hoosemans
Niall Kelly

“Being involved in the mock interviews was a very easy and rewarding way to give a young individual an extraordinary experience”

- Ciaran Igoe, Volunteer

“Excellent interview, felt it was great for my confidence. I know now where I go wrong in interviews, and what points to correct for the next one. I was really nervous but the interviewers were very nice and they helped me to relax. Thanks to all, I didn’t want to do it, but now I’m really glad I did.”

- CBS Secondary School Student
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 third 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.

Volunteers worked 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.

**Nurture Africa Volunteers for 2015**

- Hurley, Lorna Cork Audit
- Down, Maria Cork Audit
- White, Rob Cork Audit
- Holland, Alan Cork Audit
- Scannell, Jemma Cork Audit
- Buttmer, Gillian Cork Audit
- Shane Courtney Cork Audit
- Dónal MacSweeney Cork Audit
- McIntyre Lorraine Dublin Finance
- Daly, Sophia Dublin Consulting
- Kelly, Laura Dublin Finance
- Meeke, Richard Dublin Audit FS
- Mularkey, Laura Dublin Audit CTB
- Zimmerman, Naomi Dublin Audit CTB
- Conroy, Karen Dublin Audit CTB
- Nairn, Sonia Dublin Audit CTB
- Gaynor, Amy Dublin Audit CTB
- Collins, Andrew Dublin Financial Advisory
- Devins, Jacinta Dublin Audit SME
- Deirdre Keenan Dublin Audit FS

2015 Nurture Africa volunteers in Dublin Airport before the depart for Uganda

Maria, Sophia & Gillian surrounded by Ugandan children on their way to the Nurture Africa Health Centre in Nansana, Uganda
Fundraising
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 Dee 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 nine years since then an aggregate of €190,000 has been raised.

Movember
In November 2015 a team of Deloitte men led by Ciaran Kenny 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 request from the guys, a grand total of €8,891 was raised by everyone involved. 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.

Irish Cancer Society
Daffodil Day 2016 saw plenty of activity around the offices with a putting competition “Putting Cancer in its place”. Staff were invited to take part in the putting competition to win prizes and most importantly raise money toward the total of €3,073 which was raised by staff in all offices and on client site on the day and the €4,000 cheque which was presented to the Irish Cancer Society!

A special thanks to Patrick Murphy and Maria Brandon for helping to organise and run the Putting Competition in the Dublin office with Stephen O’Reilly taking the top prize in the Deloitte putt off final!

Emergency appeal - Syrian Refugee Crisis
In recent years, migration has been a concern for many countries around the world, but in 2015 it made headline news when the number of Syrian people fleeing their warzone increased dramatically. The number of Syrian asylum applications has risen from 3,835 in 2010 to almost 357,000 in 2015. Current figures published by Mercy Corps show that almost 11 million Syrians are displaced and on the run, 6 million of these internally and 4.5 million who have fled to neighbouring countries. Refugees are escaping by both land and sea routes, each which has its dangers.

As with our other humanitarian fundraising efforts, Deloitte partnered with Goal on what is their largest ever outreach to provide basic support to those most in need, such as blankets and clean water. A total amount of €22,072.30 was raised, €11,036.15 of which came from voluntary salary deductions by staff, and the remainder of which was matched by the Partners to support Goal’s Syrian Appeal.

Pieta House
In conjunction with Deloitte’s Mental Health Awareness Month, for the month of May and following on from last year’s hiking challenge success, a group off 23 people took on the MacGuillycuddy Reeks and Mount Brandon over the May Bank holiday weekend.

The group took on a challenging route with experienced guides from Explore More and covered 5 of the 10 highest peaks in the country over 2 days. While doing so, the group raised the awareness of the importance of exercise for a healthy mind as well as raising a substantial amount of money for the organisation. As well as taking on the toughest mountain range in Ireland each member of the team hosted a bake sale in the offices across all
of the departments, the day before leaving for the challenge on Thursday 28 April. Brian McEvoy from Pieta House came into the Deloitte offices to receive the cheque from the team. In total €10,500 was raised for Pieta House.

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

**Dublin Simon Community Sing for Simon**
30 Deloitte volunteers again sang Christmas Carols in aid of the Dublin Simon Community at Clery’s on O’Connell Street on 16 December 2015. 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 Ronan MacGreevy for co-ordinating this initiative and leading it into its third year. A total of €1,650 was raised by the singers and a bake sale that was held in the office to support the initiative. This amount was topped up to €3,000 by the partners.

**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 2015 the group raised money and organised events for the following charities:
- Alone
- Cheeverstown
- Move for Parkinsons

Congratulations to the group of over 70 Analyst 1’s for raising over €11,800 in the Christmas Challenge in just one week. 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 €8,000 was left to donate to the 3 chosen charities.
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