



eil INTERCULTURAL LEARNING

ENRICHING LIVES • INSPIRING GLOBAL CITIZENSHIP



Cover Photo Credit: Brendan Kelleher

ANNUAL REPORT 2015



EIL CEO, Kevin Hickey, meets President Higgins and his wife Sabina at Áras an Uachtaráin

The Mission of eil

To provide intercultural learning experiences which enrich lives, promote understanding of other cultures and challenge individuals to be more globally aware and responsible.

INTRODUCTION TO ANNUAL REPORT

EIL Intercultural Learning believes that all people are valued global citizens and that through their participation in structured intercultural learning opportunities they can learn, develop, grow and thrive and in a way that enriches their lives, fosters self efficacy and empowers them to be advocates for a more responsible world.

Our work is guided by the following principles

- The “not for profit” status of the organization
- The concept of life long learning
- A commitment to equality, inclusivity, and diversity
- Volunteer involvement and leadership within the organization
- A focus on the safety and wellbeing of participants

WE BELIEVE IN CHALLENGING PEOPLE

EIL believes that by providing structured programmes that expose people to exciting new cultures we can often move them out of their comfort zone and introduce them to environments that challenge them to grow personally. In this way we believe our participants not only have the opportunity to embrace new experiences and languages, they also learn to adapt to different environments, to solve problems and to communicate with people from other cultures. They often discover new things about themselves along the way and are surprised by their own capabilities.

While our programmes are designed to be challenging, they are also very supportive. Our staff, both in Ireland and abroad, always prioritize the safety and wellbeing of our participants. At the same time as living up to our “duty to care” we also facilitate our participants to also take responsibility for their own safety and wellbeing. We call this “duty of loyalty” on the part of our participants.

2015 was the 51st year of EIL in Ireland. It was a busy year as you will see from this report. It was a challenging year for our volunteer Abroad programmes. On the positive side our participation in the National Quality Standards Framework (NQS) for youth work in Ireland deepened our focus on the learning and personal development outcomes of our programmes. Our growing links with the European Federation for Intercultural Learning has broadened our international partnerships. Our thriving partnership with Road Scholar in the USA has made us a truly life long learning organization. And our Global Citizenship Award has captured the imagination of Ireland’s army of international volunteers and their sending organisations.

We’re very happy to report on a very successful year.



Katy Dobey
Chairperson of Board
The Mission of EIL is:



Kevin Hickey
CEO

2015 IN NUMBERS

1,841
people
travelled on EIL
programmes
to/from
Ireland in 2015

2,185
host family
members
in 2015

1,354
EIL Network
Members
in 2015

**EIL Host
Communities
in 2015**
Clare, Cork, Kerry,
Kilkenny, Limerick,
Louth, Mayo, Meath,
Tipperary, Waterford
and Wexford



Tim O'Driscoll receiving Best Website Award at Digital Cork 2015

THE EIL LEARNING MODEL

The EIL ‘Learning Model’ is a combination of four central concepts/ characteristics that capture what is an EIL programme:

INTERCULTURAL LEARNING

... the process of developing intercultural competence. This is your ability to act and relate appropriately and effectively in various cultural contexts....

EXPERIENTIAL LEARNING

.... a learning process where the participant learns by ‘doing’. They take part in an experience, they observe that experience by living it, they think about how it is affecting them and finally apply this learning to their future actions....

GLOBAL CONSCIOUSNESS

.... the awareness and understanding of our rapidly changing and unequal world. It encourages people to think critically, consider their rights and responsibilities as global citizens, as well as their potential to effect change for a more just and equal world....

PERSONAL DEVELOPMENT AND TRANSFERABLE SKILLS

.....the additional skills which carry personal and professional value. E.g. self-confidence, problem-solving, team-work & leadership and interpersonal skills. They are also highly valued in the workplace, increasing employability and lifelong career advancement....



Gen O'Connor and Aileen O'Sullivan from EIL Study Abroad Department meeting with a visiting partner from France



Year long students from AFS taking part in a mid term orientation workshop

CERTAIN PROGRAMMES DELIVER MORE SUBSTANTIALLY IN RELATION TO INDIVIDUAL CONCEPTS THAN OTHERS, BUT THE MARK OF AN EIL PROGRAMME IS THAT LEARNING IS TAKING PLACE IN EACH OF THESE AREAS.

Common learning outcomes from EIL programmes include

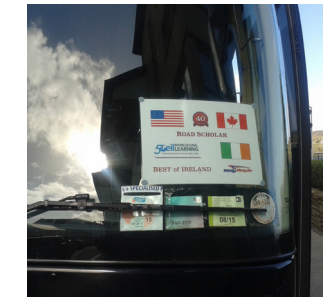
- Improved language skills • Increased ability to act appropriately in diverse cultural situations
- Increased self efficacy • Improved relationship, interpersonal and teamwork skills
- Increased problem solving skills • Increased appetite for learning • Increased global awareness

eil Travel, Volunteer and Learning Experiences around the world 2015

EIL offers a wide range of intercultural learning experiences in Ireland and abroad for people of all ages.



EIL Volunteers Sarah, Elaine and Brian representing the Global Citizen Award at an Irish Aid Fair



Road Scholar participant at the James Joyce Centre

EIL PROGRAMMES

The services provided by EIL can be divided into 5 different experiential learning programme areas each with their own specific range of planned learning outcomes:

STUDY ABROAD

Living and studying in another country, for periods up to 9 months, while developing intercultural skills, acquiring new languages, gaining maturity, independence and self-efficacy. This includes pre, during and post placement training, reflection and ongoing engagement all designed to deepen the intercultural learning and personal development experience.



EXPLORE AWARDS

Funds overseas intercultural learning opportunities and ongoing “action projects” for people from diverse backgrounds, especially among groups who can’t afford to travel or do not have a tradition of travel such as: low income families; DEIS, ACCESS and Mature Students; participants in Foroige Youth Development Projects; Active Retirement Groups; etc.



Road Scholar Group at Killarney National Park

CULTURAL GROUPS

Non formal, life long, issue based, experiential learning itineraries and conferences with unique access to academics, community organizations, local leaders, politicians, schools, artists, musicians and Irish host families

VOLUNTEER ABROAD

Promoting the UN Sustainable Development Goals and supporting local community projects in Africa, Asia and Latin America while being immersed in new cultures and gaining new perspectives on global issues. Preparation, training and reflection workshops facilitate continuous engagement and “action projects” back in Ireland.

GLOBAL (DEVELOPMENT) EDUCATION

Engaging all returned participants in a Network to think critically and raise awareness about what connects the lives of people, rich and poor, across the world. Continuous engagement and active citizenship are encouraged through the Global Citizen Award.



Road Scholar Group at the Oscar Wilde Statue in Dublin

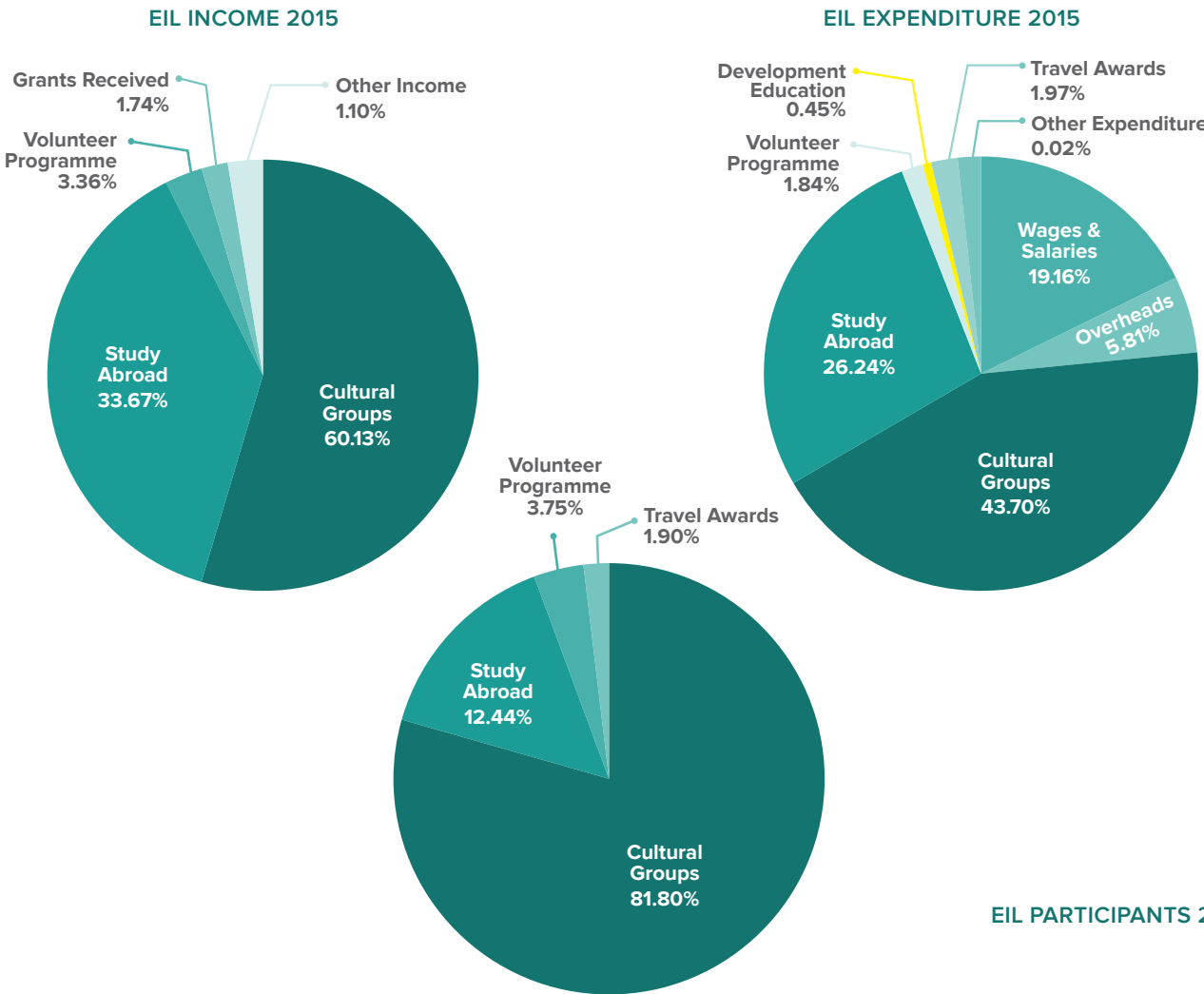


Road Scholar group visiting The Dail

Financial Information

	2014 (€)	2015 (€)
INCOME	3,386,270	3,419,487
Programme Income	3,294,166	3,339,572
Rental Income	16,575	15,250
Grant Income	66,636	59,552
Interest Receivable Income	8,893	5,113
EXPENDITURE	3,374,557	3,436,045
Programme Expenditure	2,580,757	2,577,168
Wages, Salaries & Overheads	790,844	858,123
Taxation Payable	2,956	754
SURPLUS/DEFECIT	11,713	-16,558
RESERVES AT 1 JANUARY	447,756	459,469
Capital Reserves*	434,536	434,536
Revenue Reserves	-6,528	24,933
RESERVES AT 31 DECEMBER	447,756	442,911
Capital Reserves*	434,536	434,536
Revenue Reserves	24,933	8,375

*Capital Reserves consist solely of Buildings



The eil Team

BOARD OF DIRECTORS

Chairperson: Katy Dobey
Vice Chairperson: Paul Quinn
Treasurer: Paul Conway*

MEMBERS OF THE BOARD

Paul Conway
Elaine Doyle*
Evelyn Flynn
Niamh Foley
Ryan Ó Giobúin
Mark Moore*
Rachel Power (Co-opted)
Damien Thomson

* Members of the Audit Committee

GLOBAL EDUCATION COMMITTEE

Chairperson: Sarah Brazil
Vice Chairperson: Orla Ryan

COMMITTEE MEMBERS

Elaine Doyle
Ola Bademosi
Nikki Chatham
Eniola Oladiti
Rachel Maher
Adam Peerbux
Jorge Ruiz Villasante

STAFF (at time of print November 2016)

Kevin Hickey (Chief Executive Officer)
Brendan Kelleher (Chief Operations Officer)
Aisling Meade (Senior Manager)
Fiona O’Leary (Manager, Cultural Groups)
Genevieve O’Connor (Manager, Study Abroad)
Anton Kieffer (Programme Consultant)
Marian Lawlor (Senior Programme Coordinator – Cultural Groups)
Liam Shanahan (Finance Manager)
Louise Aherne (Special Projects) On Maternity Leave
Tim O’Driscoll (IT / Social Media Manager)
Áine Ní Éalaí (Global Citizen Award Co-ordinator)
Liz Gordy (Programme Coordinator – Study Abroad) to December 2016
Gillian McCormack (Programme Coordinator – Study Abroad)
Rose O’Sullivan (Programme Coordinator – Cultural Groups)
Barbara Mennella (Programme Coordinator / Administrator)
Adam Peerbux (Trainer/Facilitator/Coordinator – Special Projects)
Stephen Delaney (Senior Group Leader)

Copies of all EIL policies can be found at eilionline.org/about-eil

EIL is participating in the **National Quality Standards Framework (NQSF)** of the Department of Children & Youth Affairs

EIL is on the journey for the **Code of Practice for Good Governance** of Community, Voluntary and Charitable Organisations in Ireland.

EIL is a signatory of **The Comhlámh Code of Good Practice (CoGP)** for Volunteer Sending Agencies

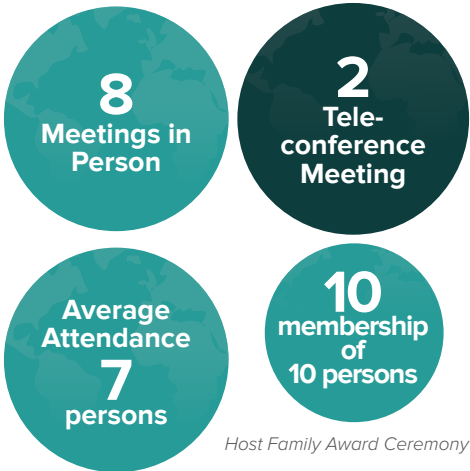
POLICIES AND CODES OF CONDUCT IN PLACE

- Equality and Inclusivity Policy (for programme participants)
- Child and Vulnerable Adult Protection Policy
- Risk Assessment and Crisis Management Policy
- EIL Anti-Fraud Policy • EIL Reserves Policy
- Code of Conduct for Board Members
- Volunteer Policy



Debating global issues at an EIL Network Weekend

NUMBER OF BOARD MEETINGS IN 2015



Host Family Award Ceremony



Department of Children & Youth Affairs Irish Aid • Federation EIL WYSE Confederation