

# FORUM ANNUAL REPORT 2021

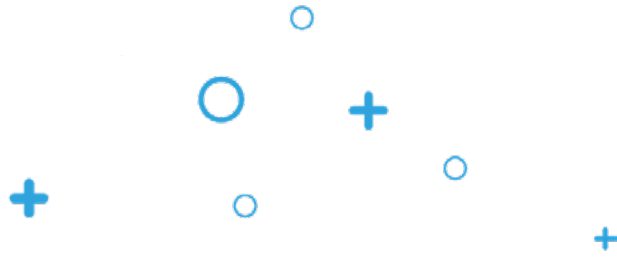


Images from top left: 1. Madame Sabine, left, and Cuso International volunteer Nelly Rakotozafy in Cameroon. Photographer: Brian Atkinson 2. The Global Volunteering Standard Platform 3. IVCO Panel Discussion 4. Cuso International volunteer Christine French in Jamaica 5. The Global Volunteering Standard 6. France Volontaires Congo and UNV join forces against Covid-19 with Operation Mask4all 7. Cuso International colleagues from ASOMUPRO in Estelí, Northern Nicaragua. 8. Participants of the Singapore International Foundation's Young Social Entrepreneurs programme 9. Cuso International Volunteer Jennica Rawstron with a patient in Tanzania.

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**International solidarity becomes embedded in every international volunteering programme. Volunteers are not only there to solve problems, but also to come together and create a shared understanding.**

| Ashraf Patel of ComMutiny: The Youth Collective speaking at IVCO 2021: Inclusive Volunteering for Global Equality



# TABLE OF CONTENTS



<b>INTRODUCTION .....</b>	<b>01</b>
<b>ENABLING KNOWLEDGE GENERATION AND SHARING .....</b>	<b>02</b>
IVCO 2021 .....	02
The Global Volunteering Standard .....	03
Forum Research .....	04
Diversity and Inclusion .....	05
Security and Risk Management Working Group .....	05
<b>MEASUREMENT, VISIBILITY AND RECOGNITION.....</b>	<b>06</b>
<b>BUILDING SUPPORT .....</b>	<b>07</b>
<b>STRENGTHENING RELEVANCE AND CAPACITY .....</b>	<b>08</b>
<b>ACKNOWLEDGMENTS .....</b>	<b>09</b>
<b>FUTURE DIRECTIONS .....</b>	<b>10</b>
<b>CHARTERED ACCOUNTANT'S REPORT .....</b>	<b>11</b>
<b>FINANCIAL STATEMENTS .....</b>	<b>12</b>

# INTRODUCTION

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For Forum and its members, the shock of COVID-19 in 2020 evolved into a new normal in 2021, with member organisations continuing their work within the constraints of the Pandemic. Forum members showed extraordinary resilience and ingenuity through this time, introducing online volunteering programmes and relying on national volunteers and in-country staff to maintain their support to communities around the world. Many of our members also developed new health projects in response to COVID, supporting public health campaigns and over-stretched health professionals.

Within Forum, we continued to support our member organisations to navigate these challenges. A new phase of the Pandemic also allowed us to consider questions beyond COVID, and we hosted online meetings on topics like public diplomacy and the social contract. Questions of diversity, inclusion, and decolonising our practice came to the fore. The new Community of Practice on Diversity and Inclusion developed into a thriving, passionate forum for our members to discuss these questions and the action we can take.

2021 was the first year of the [Forum Strategic Plan 2021-2025](#), which includes a new vision for our network - **a global movement of volunteers working effectively for a world where no one is left behind**. The strategy reflects our broader focus on volunteering for development, while retaining international volunteering for development at its core. It sets out a path for Forum around four strategic directions –

- Enabling effective knowledge generation and sharing to promote good practice
- Improving measurement, visibility and recognition of the impact of volunteering for development
- Building a vibrant and inclusive constituency in support of volunteering for development
- Strengthening the relevance and capacity of Forum

IVCO 2021 was held online, on the theme Inclusive Volunteering for Global Equality. 72 speakers from 33 countries led conversations on how volunteering in development can embrace all forms of diversity, and how we ensure that no one is left behind.

These questions also informed conversations on the future of Forum. At Forum's Annual Meeting on the 14th of October 2021, Forum members voted unanimously to open membership to organisations in the Global South that achieve sustainable development by working with volunteers at the local and national levels. At this meeting, members also welcomed Mel Gow of AVI to the Forum Board and heard updates from the Board and working groups, where much of the work of our network happens. This report sets out details of this work, Forum's achievements in 2021 and our financial statements.

# ENABLING EFFECTIVE KNOWLEDGE GENERATION AND SHARING TO PROMOTE GOOD PRACTICE.



## IVCO 2021

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[ActionAid Hellas](#) and Forum hosted [IVCO 2021](#) on the theme *Inclusive Volunteering for Global Equality*. The conference had three sub-themes – decolonisation, directionality and digitalisation. IVCO is a unique event, bringing together heads of volunteer organisations and delegates from public, private, academic and non-profit organisations from around the world to network, discuss questions of impact and good practice, share innovative approaches, and strengthen collaboration between organisations.

[IVCO 2021](#) was a virtual conference, bringing together 180 delegates and a further 340 visitors to a virtual fair. 72 speakers representing 43 organisations and 33 countries took part in 17 sessions, including panel discussions and pre-recorded 'Good Practice Pods'.

Forum would like to acknowledge ActionAid Hellas for their partnership in delivering IVCO 2021 and for their exceptional work as co-hosts.

# The Global Volunteering Standard

**The Global Volunteering Standard is the first globally-agreed standard for organisations that work with volunteers. It supports these organisations to become more impactful and more responsible in their practice.**

The Standard was developed by Forum to help ensure that all development programmes are designed in partnership with local communities, that community members and volunteers are kept safe and free from harm, that the intended impact of programmes is identified before and tracked throughout, and that volunteers are fully prepared, trained and supported.

Following the launch of the Standard in 2019 and a pilot in 2020, it was reviewed, revised and re-launched in 2021. The review and revision was based on input from the pilot, as well as a particular focus on safeguarding, environmental protection, diversity and inclusion, online volunteering, and making the Standard more readable and accessible.

The Forum Standards Working Group also launched an online platform which houses the Standard, an interactive Self-Assessment Tool and a Resource Library of good practice documents.

The work of the Standards Working Group was led in 2021 by Co-Chairs Mark Cumming (Head, Comhlámh and Forum Board member) and Stephen Goodman (Chief Executive Officer, Volunteer Service Abroad (VSA) and Forum Board member), and coordinated by Rahim Hassanali of VSO.





# Forum Research

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Throughout 2021, the Forum Research, Practice, Policy and Learning (RPPL) Group hosted monthly meetings bringing together Forum members and researchers and academics who work in the field of volunteering research. These meetings featured discussions and presentations on topics including Forum's [COVID-19 and the Future of Volunteering for Development](#) research, preparations for UNV's [2022 State of the World's Volunteerism](#) Report, Restless Development's [Youth-Led Research](#), and work on measuring volunteer impact from organisations including AVI, France Volontaires, and VSO.

As ever, the RPPL Group led the development of discussion papers to frame and inform our conversations at IVCO 2021. A new format was adopted – a framing paper, an introductory paper and a series of short think pieces. The framing paper was written by Benjamin Haas of the University of Cologne and Victor Moinina of the University of Sierra Leone entitled [Inclusive Volunteering for Global Equality – Linking Decolonisation & Diversity](#). An introductory paper entitled [44 Questions about Inclusive Volunteering for Global Equality](#) by Gerasimos Kouvaras of ActionAid Hellas was accompanied by [a series of eleven shorter think pieces](#) on topics related to the conference theme and sub-themes.

The 'RPPL Day' was split into three online sessions around the IVCO conference, including retreat and planning elements. Over these three sessions, participants reflected on research practice and the assumptions underpinning it, especially in the context of engaging the perspectives of researchers in the Global South. They reviewed RPPL's work over the previous year and developed priorities which formed the basis for RPPL's 2022 plans.

The Forum RPPL Group was chaired in 2021 by Lucie Morillon (Director of Studies, Communication and Advocacy at France Volontaires and Forum Board Member) and Gerasimos Kouvaras (Country Director of ActionAid Hellas and Forum Board Member).



**At the time of the writing of this Annual Report, the world is returning to a 'new normal' that means different things to different communities, organisations and individuals. Forum is proud to have continued to successfully adapt to an ever-changing context and to member needs, while remaining true to our mission. We thank all members for walking the journey with us and for their ongoing demonstration of innovation and openness to strengthen capacity across the globe in volunteering for development.**

**Heather Shapter, Forum Chair**



## Diversity and Inclusion

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In 2020, Forum established a Community of Practice on Diversity and Inclusion. Over the course of 2021, this group explored issues of equality of access to volunteering opportunities, and delved deeper into the question of decolonising our practice. They held monthly meetings with guest speakers or set reading as the basis for group conversations. The Community of Practice also helped to shape the themes, programme and research for IVCO 2021.

The Community of Practice is led by Co-Chairs Erin Bateman (Director of Volunteer Cooperation at WUSC and Forum Board Member) and Ashraf Patel (Co-Founder of ComMutiny: The Youth Collective and Forum Board Member).

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## Security and Risk Management Working Group

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The Security and Risk Management Working Group, which convened in response to the outbreak of COVID in early 2020, established itself this year as a permanent fixture with a broader remit to collectively address risk management, to share information and good practice, and to support our members' response to future crises. This group is led by Pierre Andipatin (Global Risk and Security Advisor at AVI).



# IMPROVING MEASUREMENT, VISIBILITY AND RECOGNITION OF THE IMPACT OF VOLUNTEERING FOR DEVELOPMENT

Forum and its member organisations continued to play a leading role in the Volunteer Groups Alliance (VGA) in 2021. Forum members participated in the VGA's side event at the High Level Political Forum on Sustainable Development (HLPF). The theme of the side event was *Volunteers and COVID-19: How volunteers help build back better during the pandemic to achieve the 2030 Agenda*.

The Forum RPPL Group hosted three presentations from Forum members on approaches to measuring volunteer impact, a perennial topic of conversation for Forum members.

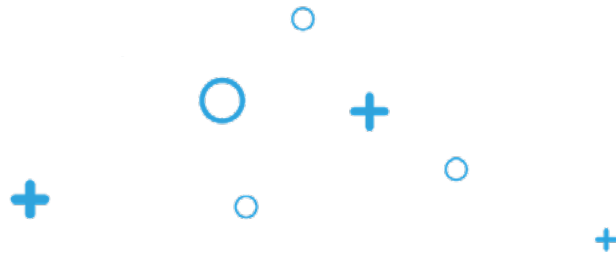
The RPPL Group has a renewed focus on ensuring that Forum research is practical and accessible, and rooted in the needs and interests of Forum members. They are also committed to sharing our

research beyond Forum. The *COVID-19 and the Future of Volunteering for Development* research was presented at the International Society for Third Sector Research (ISTR) Conference, at an International Academic Workshop on Volunteerism convened by the Turkish Red Cross and elsewhere.

The annual Forum Intergovernmental Meeting was held virtually as part of IVCO 2021, chaired by the Ambassador of Canada to Greece, H.E. Mark Allen. The meeting included discussions on the IVCO 2021 theme, *Inclusive Volunteering for Global Equality*, and an exchange of views and experiences about supporting volunteer-sending during the COVID-19 pandemic. The group will meet more frequently in future, with one in-person meeting at IVCO and periodic online meetings.



Photo credit: Singapore International Foundation



# BUILDING A VIBRANT AND INCLUSIVE CONSTITUENCY IN SUPPORT OF VOLUNTEERING FOR DEVELOPMENT

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In 2021, Forum's membership was made up of 27 full members and five associate members. A special and warm welcome is extended to our newest members: Habitat for Humanity International and the Peace Corps.

Under the leadership of the Forum Board, Forum has four working groups and one community of practice:

- IVCO Working Group
- Research, Practice, Policy and Learning Working Group
- Standards Working Group
- Security and Risk Management Working Group
- Community of Practice on Diversity and Inclusion

Forum also supports the Volunteer Groups Alliance.

# STRENGTHENING THE RELEVANCE AND CAPACITY OF FORUM

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Forum is resourced by membership subscriptions, income generated by the IVCO conference, voluntary contributions of project-focused funds from members, as well as invaluable voluntary staff time. The work of Forum is led by the Forum Executive Director, with the support and guidance of the Forum Board.

Forum's Executive Director was kindly hosted by Comhlámh in Ireland. WUSC (World University Service of Canada) provided in-kind secretariat support to maintain governance requirements and banking in Canada.

The Forum Board offers its wholehearted thanks to the Forum members who provided both in-kind and direct financial resources to working groups and the Forum Research Fund.

A copy of Forum's 2021 Chartered Accountant's Report and audited financial accounts accompany this report.



# ACKNOWLEDGEMENTS

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The Forum Board acknowledges the substantial contributions of all member organisations that provided resources to Forum over the past year. Your energy, expertise, passion and resources enabled our working groups and other initiatives to achieve our shared goals as a network.

My heartfelt thanks to the hard-working members of the Forum Board, each of whom played a leading role in Forum's work in 2021. We acknowledge in particular the contribution of our departing Board member Stephen Goodman, CEO of VSA, Forum Board member, and Co-Chair of the Forum Standards Working Group. Stephen was central to the development of the Global Volunteering Standard, and his wisdom and collegiality will be greatly missed by his colleagues on the Board. We were delighted to welcome Mel Gow, CEO of AVI, to the Board. Mel brings a wealth of insight and experience and has stepped up as Chair of the Standards Working Group.

We would like to express our sincere thanks to James O'Brien, Forum's Executive Director, and Liz Gordy, Forum's Operations Officer, for their tireless efforts in support of the Forum Board, working groups and membership.

On the Global Standard, we are indebted to Rahim Hassanali of VSO for his hard work and leadership as Coordinator of the Standards Working Group, and to Erin Bateman, Nicole Dagher and Britt Novakowski for designing and bringing to life the Global Volunteering Standard Platform. We are also grateful to A&L Goodbody LLP for providing pro bono legal support, in particular on the Global Volunteering Standard.

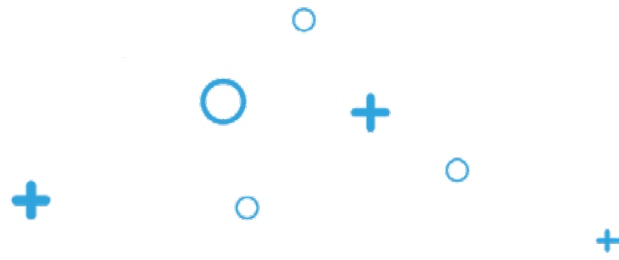
We thank Forum's accountant, Paul Cahill, for his dedication in managing Forum's accounts, and we acknowledge the support of David O'Regan of O'Regan and Co. in carrying out the annual review of Forum's accounts.

On behalf of the Forum Board of Directors:

- Erin Bateman, World University Service of Canada (WUSC)
- Mel Gow, AVI
- Gerasimos Kouvaras, ActionAid Hellas
- Lucie Morillon, France Volontaires
- Ashraf Patel, ComMutiny – The Youth Collective
- Jean Tan, Singapore International Foundation (SIF)

**Heather Shapter, Crossroads International**

Chair, International Forum for Volunteering in Development  
September 2022



# FUTURE DIRECTIONS

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2021 was the first year of the [Forum Strategic Plan 2021-2025](#), which moves Forum beyond international volunteering to embrace the full breadth of volunteering in development. In its first year, this ambition was made real by changes to Forum's membership structure. Beginning in 2022, National Members will join Forum, and bring with them a focus on volunteering in development at the national and local levels.

Following the launch of the Global Volunteering Standard and Platform, Forum's Standards Working Group developed a two-year plan to guide its work on developing the Standard and the Platform, promoting it to volunteer-involving organisations, providing them with hands-on support where necessary, and advocating for the Standard. This last point is a new direction for Forum, and will see members engaging with governments to embed the Standard into laws, policies and standards at the national and regional levels.

**We look forward to IVCO 2022, which we hope will be the first in-person IVCO since 2019. IVCO 2022 will be co-hosted by Crossroads International and the International Bureau for Children's Rights on the theme *A New Dawn for Volunteering in Development*.**

In the months before IVCO 2022, Forum will lead a Collective Strategy Process with its members and the wider volunteering community. This process will explore the challenges and opportunities facing organisations that work with volunteers, and set out a strategy for the coming years, including possible pathways to help organisations prioritise and effectively navigate the post-COVID environment.

As ever, Forum will continue to support our members by creating spaces to share knowledge, innovation and good practice, by framing conversations and debates, and through leading research and advocacy. We look forward to continuing this work to achieve our shared vision of a global movement of volunteers working effectively for a world where no one is left behind.

**Heather Shapter, Crossroads International**

Chair, International Forum for Volunteering in Development  
September 2022





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**CHARTERED ACCOUNTANTS' REPORT**  
**to International Forum for Volunteering in Development on the unaudited financial statements for the period ended 31 December 2021**

We have compiled the review of the financial statements of International Forum for Volunteering in Development for the period ended 31 December 2021 which comprise the Income and Expenditure Statement, the Balance Sheet, the Accounting Policies and the related notes from the accounting records, information and explanations you have given to us.

The Income and Expenditure Statement, the Balance Sheet, the Accounting Policies and the related notes have been compiled on the basis set out in the accounting policies.

This report is made solely to you, in accordance with the terms of our engagement. Our work has been undertaken so that we might review the Income and Expenditure Statement, the Balance Sheet, the Accounting Policies and the related notes that we have been engaged to review, report to you that we have done so, and state those matters that we have agreed to state to you in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than International Forum for Volunteering in Development, for our work, or for this report.

We have carried out this engagement in accordance with technical guidance issued by Chartered Accountants Ireland and have complied with the ethical guidance laid down by Chartered Accountants Ireland.

You have approved the Income and Expenditure Statement, the Balance Sheet, the Accounting Policies and the related notes for the financial period to 31 December 2021 and have acknowledged your responsibility for them, for the appropriateness of the accounting basis and for providing all information and explanations necessary for their compilation.

We have not been instructed to carry out an audit or a review of the financial statements of International Forum for Volunteering in Development. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial information.



**O'REGAN & CO**  
Chartered Accountants  
5 Eden Gate Centre  
Delgany  
Co. Wicklow

**Date: 4<sup>th</sup> August 2022**



# **FINANCIAL STATEMENTS FOR THE YEAR ENDING 31 DECEMBER 2021**

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# INCOME & EXPENDITURE STATEMENT

	2021 Actual	2021 Budget	2020 Actual
	€	€	€
<b>INCOME</b>			
Membership fees			
Full existing members	87,532	94,535	102,993
New members		6,680	4,000
Conference income IVCO surplus	6,247	5,000	28,099
Research	25,000	11,288	13,301
Global Standards Income	5,156		7,691
<b>TOTAL INCOME</b>	<b>123,935</b>	<b>117,503</b>	<b>156,084</b>
<b>EXPENDITURE</b>	<b>€</b>	<b>€</b>	<b>€</b>
Staff salary and admin support	88,125	82,750	83,177
Staff travel (Executive Coordinator)	776	5,000	700
Rent & facilities costs	2,398	3,396	7,432
IVCO support	7,711	3,000	17
Research	16,479	11,288	21,759
Board expenses	2,681	1,000	50
Communications	697	500	282
Website & Information	2,000	2,000	5,899
Accounting	1,202	1,000	1,086
Bank charges	1,702	2,000	4,356
Other	3,950	5,000	0
Global Standards costs	16,065	0	4,530
<b>TOTAL EXPENDITURE</b>	<b>143,786</b>	<b>116,934</b>	<b>129,288</b>
<b>SURPLUS/(DEFICIT)</b>	<b>-19,851</b>	<b>569</b>	<b>26,796</b>

# RESEARCH FUND REPORT FOR 2021

General Research Fund	€	€
<b>Balance of Fund at 1 January 2021</b>		1,192
<b>add Income</b>		
Norec	10,000.00	
AVI	5,000.00	
Norec	10,000.00	
		25,000
		<b>26,192</b>
<b>less Expenditure</b>		
JM Clark	557	
Helene Perold	261	
Studio DOD	1,458	
Jacob Mwathi	238	
Helene Perold	1,237	
Studio DOD	814	
Studio DOD	923	
James O'Brien Expenses -	117	
Helene Perold	233	
Studio DOD	2,658	
Helene Perold	1,301	
Cliff Allum	234	
Benjamin Haas	5,301	
Jacob Mwathi Mati	291	
Jacob Mwathi Mati	336	
CG Allum	520	
		16,479
<b>Balance of Research Fund at 31 December 2021</b>		<b>9,713</b>

## Note 1.

Research Income and Expenditure is incorporated into the overall Income and Expenditure Statement

# STATEMENT OF RECEIPTS AND PAYMENTS FOR 2021

	2021	2020
<b>Opening Balance at Bank 1 January 2021</b>	€	€
Bendigo AUD Account (AUD38,430@.6040)	23,211	1,092
Royal Bank of Canada EUR account	34,064	154
Royal Bank of Canada CAD account (\$14,852@.6506)	9,663	3,980
	<u>66,939</u>	<u>5,226</u>
Add total Cash Receipts per accounts	103,895	183,390
less total Cash payments per accounts	145,941	121,677
	<u>24,893</u>	<u>66,939</u>
<b>Closing Balance at Bank 31 December 2021</b>		
Bendigo AUD Account (AUD2,456@.640)	1,573	23,211
Royal Bank of Canada EUR account	22,440	34,064
Royal Bank of Canada CAD account (\$1,272@.691)	879	9,663
	<u>24,893</u>	<u>66,939</u>

# STATEMENT OF ASSETS AND LIABILITIES AT 31 DECEMBER 2021

	2021		2020	
Assets	€	€	€	€
<b>There are no Fixed Assets</b>				
<b>Current Assets</b>				
<b>Bank Balances</b>				
Royal bank of Canada EUR	1,573		23,211	
Royal bank of Canada CAD	22,440		34,064	
Bendigo AUD	879	24,893	9,663	66,939
		<u>24,893</u>	<u>9,663</u>	
<b>Debtors</b>		<u>0</u>		<u>0</u>
<b>Total Current Assets</b>		<u>24,893</u>		<u>66,939</u>
<b>Current Liabilities (note 2)</b>		<u>-15,183</u>		<u>-37,378</u>
<b>Net Assets</b>		<u>9,710</u>		<u>29,561</u>
Funds at 1 January 2021		29,561		2,785
Surplus/ (Deficit) for the year		-19,851		26,796
<b>Funds at 31 December 2021</b>		<u>9,710</u>		<u>29,561</u>

## Statement of Assets and Liabilities at 31 December 2021

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	2021	2020
<b>Note 1: Debtors</b>	<b>€</b>	<b>€</b>

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<b>Total Assets</b>	<b>0</b>	<b>0</b>
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	2021	2020
<b>Note 2: Liabilities</b>	<b>€</b>	<b>€</b>
Accrued General operating expenses	8,513	11,707
Deferred Income received in advance	6,670	25,671
<b>Total Liabilities</b>	<b>15,183</b>	<b>37,378</b>

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