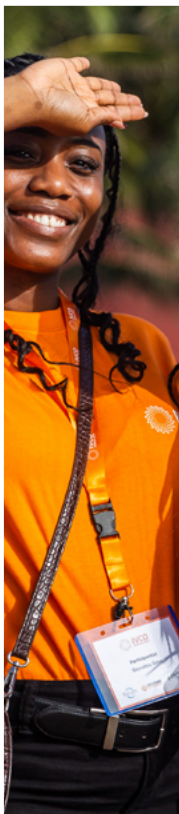
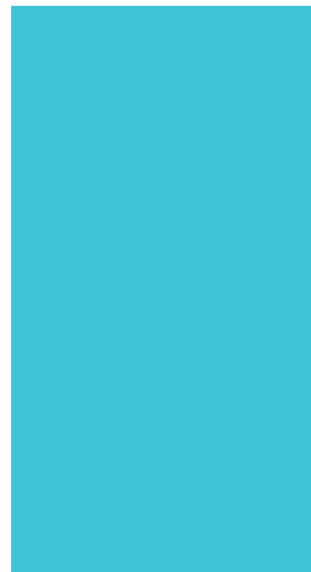
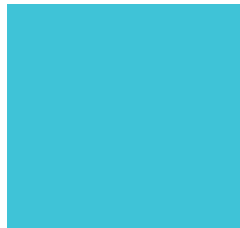




International Forum for
Volunteering in Development

FORUM ANNUAL REPORT 2022



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‘Numerous organisations have successfully adapted their volunteering provision during the pandemic and learnt a great deal. Frequently, they do not want to return to pre-COVID business as usual and see the changes as part of their evolution and innovation’.

| Nick Ockenden, writing in the IVCO 2022 Framing Paper
A New Dawn for Volunteering in Development

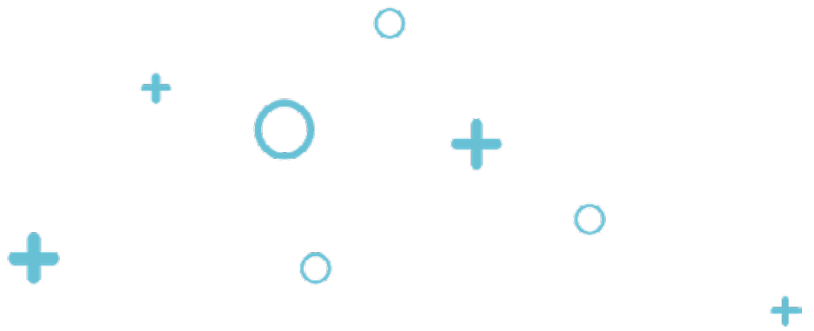


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INTRODUCTION

2022 marked a new dawn for Forum members. Our community could finally catch its breath following two years of disruption and uncertainty caused by the global pandemic. As restrictions fell away, we took a moment to consider what we had experienced and learned over the last two years, and where we would go from here.

To support our members in processing these changes and charting a path for the future, Forum undertook a collective strategy process. Through interviews and an online workshop with the Forum members and external experts, we explored the challenges and opportunities that our community experienced as a result of the COVID-19 pandemic, as well as other phenomena including an ever-strengthening global movement for climate justice, greater recognition of the need for localisation, changes in how people volunteer, what organisations and communities need, and much more. Nick Ockenden, who led this process, produced the framing paper for IVCO 2022 and a Strategic Pathways paper to guide our members as they navigate the post-COVID environment.

2022 was the year that National Members joined Forum. For the first time, organisations in the Global South that support volunteering at the national and local levels became members of our network.

At the Forum Annual Meeting on the 17th of October 2022, the Forum membership voted unanimously to admit National Members as full members of Forum, and Fred Sadia Secretary and National Coordinator of the Kenya Volunteer Involving Organisations Society became the first National Member to join the Forum Board. Alongside Fred, Sathish Rao Appalanaidu of Yayasan Sukarelawan Siswa (YSS)/Student Volunteers Foundation in Malaysia also joined the Forum Board at the Annual Meeting.

IVCO 2022 was our first in-person conference in three years. It brought 135 leaders from our sector together in Saly, Senegal for conversations on the theme 'A New Dawn for Volunteering in Development'. Over three days, delegates explored challenges, achievements, and learning from the last three years, learned about emerging trends in our sector and identified actions to accelerate progress towards the achievement of the Sustainable Development Goals. Notably, this IVCO conference had the highest ever number of participants from national-level volunteer-involving organisations in the Global South. The IVCO 2022 report can be found [here](#), in English, French and Spanish.

A new working group focused on Climate Action was formed this year, joining active groups on Diversity & Inclusion, Standards, Security and Risk Management, Research, Practice, Policy & Learning, and the IVCO Working Group.

This report sets out details of Forum's work and achievements in 2022, and our financial statements.

ENABLING EFFECTIVE KNOWLEDGE GENERATION AND SHARING TO PROMOTE GOOD PRACTICE.



IVCO 2022 participants

IVCO 2022

Crossroads International, the International Bureau for Children’s Rights, and Forum hosted IVCO 2022 in Saly, Senegal on the theme A New Dawn for Volunteering in Development. This was the first in-person IVCO since 2019, and brought together 135 delegates representing 60 organisations and 44 countries. It featured 36 presenters across 17 sessions, as well as side events, photo exhibits, a mural and a board game.

IVCO 2022 marked an important moment for the volunteering sector. As we emerged from three years of COVID-19-imposed restrictions, A New Dawn for Volunteering in Development gave us a lens through which to explore what we learned, how we innovated, what the new normal might look like, what we allowed to fall out of focus, and what comes next. Conversations at IVCO covered a wide range of issues, including COVID-19 as a catalyst for change and the need to continually innovate, decolonising our practice, diversifying and blending different models of volunteering, and doing more to address climate change.

Forum would like to acknowledge the extraordinary work of Crossroads International and the International Bureau for Children’s Rights, and the support of the IVCO Working Group, in delivering an exceptional conference. Forum’s IVCO Working Group is led by Jean Tan, Executive Director of the Singapore International Foundation and Forum Board member.

The Global Volunteering Standard

The Global Volunteering Standard is the first globally-agreed standard for organisations that work with volunteers to achieve sustainable development. It supports these organisations to become more impactful and more responsible in their practice. It 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 newly reviewed Global Volunteering Standard in 2021, the Forum Standards Working Group worked in 2022 to promote the standard to volunteer-involving organisations and provide hands-on

support to organisations on how to engage with the Standard and carry out a self-assessment. New functionality was added to the Platform and the online Self-Assessment tool to promote collaboration within organisations.

The Standards Working Group was led in 2022 by Melanie Gow, Chief Executive Officer at Australian Volunteers International (AVI) alongside co-chairs Mark Cumming, Head of Comhlámh and Forum Board member from January to October and Fred Sadia, Secretary and National Coordinator of the Kenya VIO Society and Forum Board member from October onwards. The coordinator of the Standards Working Group is Rahim Hassanali of VSO. We are grateful to VSO for seconding Rahim to Forum to lead this work.



Research, Practice, Policy and Learning

Throughout 2022, 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 [the Australian Volunteers Program's Innovation Hub](#), reports by Norec on Partnership and Reciprocity, and a presentation by Dr. Mohsen Gul on IAVE's paper [Future Leadership: The Role of Youth Volunteers](#) which helped to set the scene for discussions on IVCO 2023.

The RPPL Group took a new approach to the main discussion paper for IVCO 2022. Nick Ockenden led a collective strategy process amongst Forum members exploring the challenges and opportunities facing Forum members in the coming years, and to support those organisations to plan a strategic path that focuses their priorities and resources in the face of great change. Nick interviewed all of Forum's members, as well as outside experts, and produced a paper entitled A New Dawn: Strategic Pathways for the Future of Volunteering in Development. The paper is available in English, French, and Spanish, and in two formats: a [Framing Paper for IVCO 2022](#), and a more detailed [Report for Forum Members](#). Alongside the IVCO framing paper, the RPPL Group also produced a series of 13 short think pieces by leading voices from across our sector. To highlight just a few, Dr. Rebecca Tiessen of the University of Ottawa re-examines the concepts of prosperity and flourishing and asks what they mean for volunteering in development. In a challenging piece, Ratherford Mwaruta of the Zimbabwe Workcamps Association asserts that international volunteering echoes the relationships and power dynamics of coloniser and colonised, while failing to address the root causes of poverty and inequality, and Helge Espe of Norec asks whether partnership is 'just another buzzword'. All of these think pieces, along with the other IVCO papers, can be found [in this collection](#).

2022 also saw the return of an in-person Research Day following the IVCO conference. This day brought Forum members together with researchers whose work focuses on volunteering, where they explored issues of inclusiveness in volunteering research, particularly from an African perspective, questions of how research on volunteering can be more widely shared, and funding for research on the role of volunteering in development. The group also shared their plans for research in the coming year, and identified research priorities and ways of working for the RPPL Group in 2023. You can read a report of the Research Day, produced by Helene Perold, [here](#).

The Forum RPPL Group was chaired in 2022 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.



There are so many proud moments for Forum in 2022. One of many highlights was when Forum members voted to diversify its membership and governance for a better representation of Global South perspectives in the volunteering in development discourse. We are delighted to be able to be a more inclusive and catalytic vehicle to fulfil on Forum's strategic plan milestones as well as the 2030 Sustainable Development Goals.

Heather Shapter, Forum Chair

Diversity and Inclusion

In 2020, Forum established a Community of Practice on Diversity and Inclusion. In 2022, the group expanded its focus from questions of equality of access to volunteering opportunities to look at more fundamental questions of diversity, inclusion and equality in the volunteering sector. The group held monthly meetings with guest speakers or set reading as the basis for group conversations. Members of the group also took part in online study, tackling modules of the University of British Columbia's course [Facing Human Wrongs: Navigating paradoxes and complexities of social and global change](#).

The Community of Practice was led in 2022 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.

Security and Risk Management Working Group

The Security and Risk Management Working Group, which convened in response to the outbreak of COVID in early 2020, re-established itself in 2021 as a permanent space to share information and good practice, and to support our members' response to future crises. In 2022 the group held roundtable discussions on topics including risk frameworks and travel security. This group is led by Pierre Andipatin, Global Risk and Security Advisor at AVI, and Valérie Savaria, Training and Security Officer at Crossroads International.

Climate Action

The Climate Action Working Group was founded in 2022 with the dual aims of educating and engaging Forum members on issues related to environmental sustainability and climate action, and encouraging and providing practical advice and tools to spur action among Forum members. Its membership grew steadily in 2022, and the group produced a think piece and led a workshop at IVCO 2022.

The Forum Climate Action Working Group is led by Pablo Dourojeanni, Programme Officer at Norec, and Liz Gordy, Operations Officer at Forum.

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 2022. Forum's Executive Director joined the Board of the VGA in 2022, as the VGA established itself as a legal entity in the USA. The VGA presented a draft version of its thematic paper Building Back Better from the Coronavirus Disease (COVID-19) through Volunteering while Advancing with Volunteers the Full Implementation of the 2030 Agenda for Sustainable Development for discussion and feedback before its submission to the High-Level Political Forum on Sustainable Development (HLPF).

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

The Forum Intergovernmental Meeting has grown significantly in 2022. Previously an annual event, in 2022 Forum hosted online Intergovernmental Meetings in February and June, as well as an in-person meeting at IVCO in October. Meetings featured presentations by representatives of the African Union and European Commission on promoting volunteerism, the International Labor Organisation on measuring volunteer impact, and at the in-person meeting Nick Ockenden led a discussion on the implications for governments of the findings of Forum's collective strategy process.



Photo credit: Singapore International Foundation

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

At the end of 2022, Forum's membership was made up of 25 International and 8 National Members. Following the 2021 Forum Annual Meeting, in 2022 we began to welcome National Members - organisations in the Global South that support volunteering at the local and national levels.

Eight National Members joined Forum in 20223 - Association des Volontaires pour l'Environnement Sain (Togo), Consortium National pour la Participation Citoyenne (Madagascar), CorpsAfrica, the Philippine Coalition on Volunteerism, Secrétariat National du Volontariat (DRC), Volunteers Initiative Nepal, Youth Council in Action for Nation (Nepal), and Zimbabwe Workcamps Association.

We also welcomed two new International Members in 2022 – the International Bureau for Children's Rights and On Call Africa.

Under the leadership of the Forum Board, Forum has five 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
- Climate Action Working Group

Forum also supports the Volunteer Groups Alliance.

ACKNOWLEDGEMENTS

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.

Our 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 outgoing Board members, both of whom broke new ground with Forum. Mark Cumming served as Co-Chair of the Standards Working Group from the earliest days of the Global Volunteering Standard, and Ashraf Patel was a driving force in establishing our Community of Practice on Diversity and Inclusion. Ashraf and Mark will both leave a lasting legacy, and we will miss their wisdom, wit, and their strong sense of collective action and progress across our sector.

We were delighted to welcome Sathish Rao Appalanaidu of Yayasan Sukarelawan Siswa (YSS)/Student Volunteers Foundation and Fred Sadia of the Kenya Volunteer Involving Organisations Society to the Board.

We would like to express our sincere thanks to James O'Brien, Forum's Executive Director, Liz Gordy, Forum's Operations Officer, and Aga Wiesyk, our Communications Consultant 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 MacLeod and Nicole Dagher managing the Global Volunteering Standard Platform.

Britt Novakowski has been an invaluable support to Forum across design, web development and user experience.

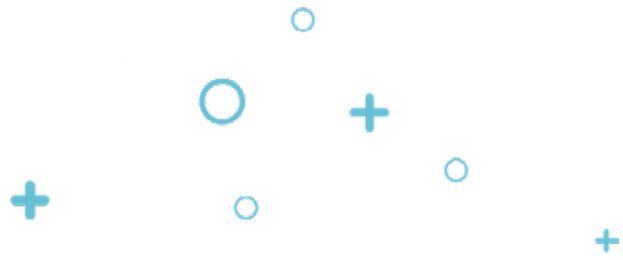
We are also grateful to A&L Goodbody LLP for providing pro bono legal support, in particular on the Global Volunteering Standard.

We thank Forum's accountant, Paul Cahill, for his dedication in managing Forum's accounts.

Since 2019, David O'Regan of O'Regan and Co. has carried out the annual review of Forum's accounts. Sadly, David passed away in November in 2022. We thank him for his support and guidance over the years, and offer our sympathies to his colleagues, family and friends.

On behalf of the Forum Board of Directors:

- Heather Shapter, Crossroads International (Forum Chair)
- Gerasimos Kouvaras, ActionAid Hellas (Forum Vice Chair)
- Sathish Rao Appalanaidu, Yayasan Sukarelawan Siswa (YSS)/Student Volunteers Foundation
- Erin Bateman, World University Service of Canada (WUSC)
- Mel Gow, AVI
- Lucie Morillon, France Volontaires
- Fred Sadia, Kenya Volunteer Involving Organisations Society
- Jean Tan, Singapore International Foundation (SIF)



FUTURE DIRECTIONS

2022 was the second year of the Forum Strategic Plan 2021-2025, which moves Forum beyond international volunteering to embrace the full breadth of volunteering in development. This year, we welcomed the first eight National Members, and it has been a pleasure to see how their participation has enriched Forum's working groups, our research, the IVCO conference and much more. We were delighted to welcome the first National Member to the Forum Board this year, and we hope this will be the first of many.

We are committed to producing practical, accessible research for our members that is grounded in their experience and that informs their strategies and the future direction of our work as a sector. The Global Volunteering Standard continues to be at the heart of our work, and we will continue our work to promote the Standard to organisations across the volunteering in development sector and to support those organisations in using it to achieve more responsible and more impactful volunteering.

We look forward to IVCO 2023, which will be hosted by Malaysia's Yayasan Sukarelawan Siswa (YSS)/Student Volunteers Foundation in Kuala Lumpur. The conference will focus on youth volunteering, with the theme A New Generation of Volunteers as Changemakers.

As our membership grows, and as our members evolve, Forum is encapsulating a wide range of perspectives and approaches to volunteering, united by our common understanding that volunteering is a powerful way of achieving sustainable development. Our work will continue to focus on sharing information, developing good practice and enhancing cooperation across the volunteering sector, and we will continue to achieve this through convening, research, and standards. We look forward to working with you to achieve our common 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
August 2023

CHARTERED ACCOUNTANTS' REPORT **to International Forum for Volunteering in Development on the unaudited** **financial statements for the period ended 31 December 2022**

We have compiled the review of the financial statements of International Forum for Volunteering in Development for the period ended 31 December 2022 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.

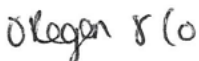
The Income and Expenditure Statement, the Balance Sheet, the Accounting Policies and the related notes have been compiled on the basis set out in the accounting policies.

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 2022 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: 6th September 2023

FINANCIAL STATEMENTS FOR THE YEAR ENDING 31 DECEMBER 2022

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INCOME & EXPENDITURE STATEMENT

	2022 Actual	2022 Budget	2021 Actual
	€	€	€
INCOME			
Membership fees			
Full existing members	100,165	100,510	87,532
New members		13,360	
Conference income IVCO surplus	28,000	5,000	6,247
Research (Note1)	5,000	10,000	25,000
Global Standards Income	10,287	5,000	5,156
TOTAL INCOME	143,452	133,870	123,935
EXPENDITURE	€	€	€
Staff salary and admin support	93,911	84,573	88,125
Staff travel (Executive Coordinator)	3,227	4,500	776
Rent & facilities costs	4,827	4,774	2,398
IVCO support	5,192	3,000	7,711
Research (Note 1)	13,114	14,000	16,479
Board expenses	1,487	2,000	2,681
Communications	1,150	750	697
Website & Information	1,555	2,000	2,000
Accounting	1,107	1,200	1,202
Bank charges	5,151	6,000	1,702
Other	57	0	3,950
Global Standards costs	10,615	5,000	16,065
TOTAL EXPENDITURE	141,393	127,797	143,786
SURPLUS/(DEFICIT)	2,059	6,073	-19,851

STATEMENT OF ASSETS AND LIABILITIES AT 31 DECEMBER 2022

	2022		2021	
Assets	€	€	€	€
There are no Fixed Assets				
Current Assets				
Bank Balances				
Royal bank of Canada EUR	3,453		1,573	
Royal bank of Canada CAD	1,537		22,440	
Bendigo AUD	79	5,069	879	24,893
Debtors (Note 2)		8,000		0
Total Current Assets		13,069		24,893
Current Liabilities (note 3)		-1,300		-15,183
Net Assets		11,769		9,710
Funds at 1 January		9,710		29,561
Surplus/ (Deficit) for the year		2,059		-19,851
Funds at 31 December		11,769		9,710

STATEMENT OF RECEIPTS AND PAYMENTS FOR 2022

	2022	2021
Opening Balance at Bank 1 January	€	€
Bendigo AUS Account (€2,456@.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>
Add total Cash Receipts per accounts	128,782	103,895
less total Cash payments per accounts	148,606	145,941
	<u>5,069</u>	<u>24,893</u>

	2022	2021
Closing Balance at Bank 31 December		
Bendigo AUS Account (€124 @.6365)	79	1,573
Royal Bank of Canada EUR account	3,453	22,440
Royal Bank of Canada CAD account (\$2,231 @.6892)	1,537	879
	<u>5,069</u>	<u>24,893</u>