



International FORUM on Development Service
FORUM International du Volontariat pour le Développement



IVCO 2008

local perspectives informing good practice

SIEM REAP, CAMBODIA 23RD-26TH NOVEMBER 2008



International FORUM on Development Service
FORUM International du Volontariat pour le Développement

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MANY THANKS TO AVI AND VSA FOR HOSTING THIS YEAR’S CONFERENCE AND TO NZAID FOR FINANCIAL SUPPORT.



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welcomeevent

SUNDAY 23RD NOVEMBER

Welcome from Chair

Outgoing Chair of FORUM, Cliff Allum, warmly welcomed delegates to IVCO 2008 and outlined the conference theme, 'Local Perspectives Informing Good Practice'.

"The focus this year was on the theme of partner organisations' experiences of volunteer co-operation. This picks up two historic themes: contribution and role. Contribution: Is our work worthwhile and for whom? Role: How do others see us? As partners in development or donors?"

Cliff also introduced Hugh Evans and Dimity Fifer to launch the Global Poverty Project.

Global Poverty Project launch

Hugh Evans and Dimity Fifer launched the Global Poverty Project (GPP) at the opening dinner on the Sunday evening. The ambitious and inspiring project aims to catalyse the movement to end extreme poverty. The main tool for achieving this will be via the creation and dissemination of a 90 minute feature slideshow. Inspired by the model of the Climate Project and An Inconvenient Truth, the GPP aspires to create a feature film to take the fight against extreme poverty to a wider audience, which will grow a global grassroots movement to catalyse action against extreme poverty around the world.

The presentation will arm individuals with the tools, knowledge and inspiration to influence governments and take action.

In each country, the GPP has goals to:

- Reach 5,000,000+ through media and publicity, raising awareness of extreme poverty
- Educate 20,000+ through presentations, deepening and reframing their understanding of extreme poverty
- Engage 5,000+ to take direct action on extreme poverty through action groups and partners

The GPP aims to achieve this through:

- The employment of a research team
- The establishment of a broad-based advisory panel
- Partnerships with National Implementing Partners
- The engagement of a leading production company

In support of the slideshow, the Global Poverty Project will partner with leading local organisations and existing campaigns to equip individuals with the tools, knowledge and inspiration to influence governments and take action through media and grassroots movements. Together with our partners, the United Nations Millennium Campaign, the GPP intends to take the project to 10 global regions.

The full presentation is available on the enclosed conference disc.

project principles

- Respect for the people and communities being portrayed in the presentation.
- Pragmatic realism in understanding the complexity of extreme poverty.
- Acknowledgement of past achievements of the international community.
- Promote effective action that calls people to take ongoing action.
- Establishing a personal connection through stories and examples.

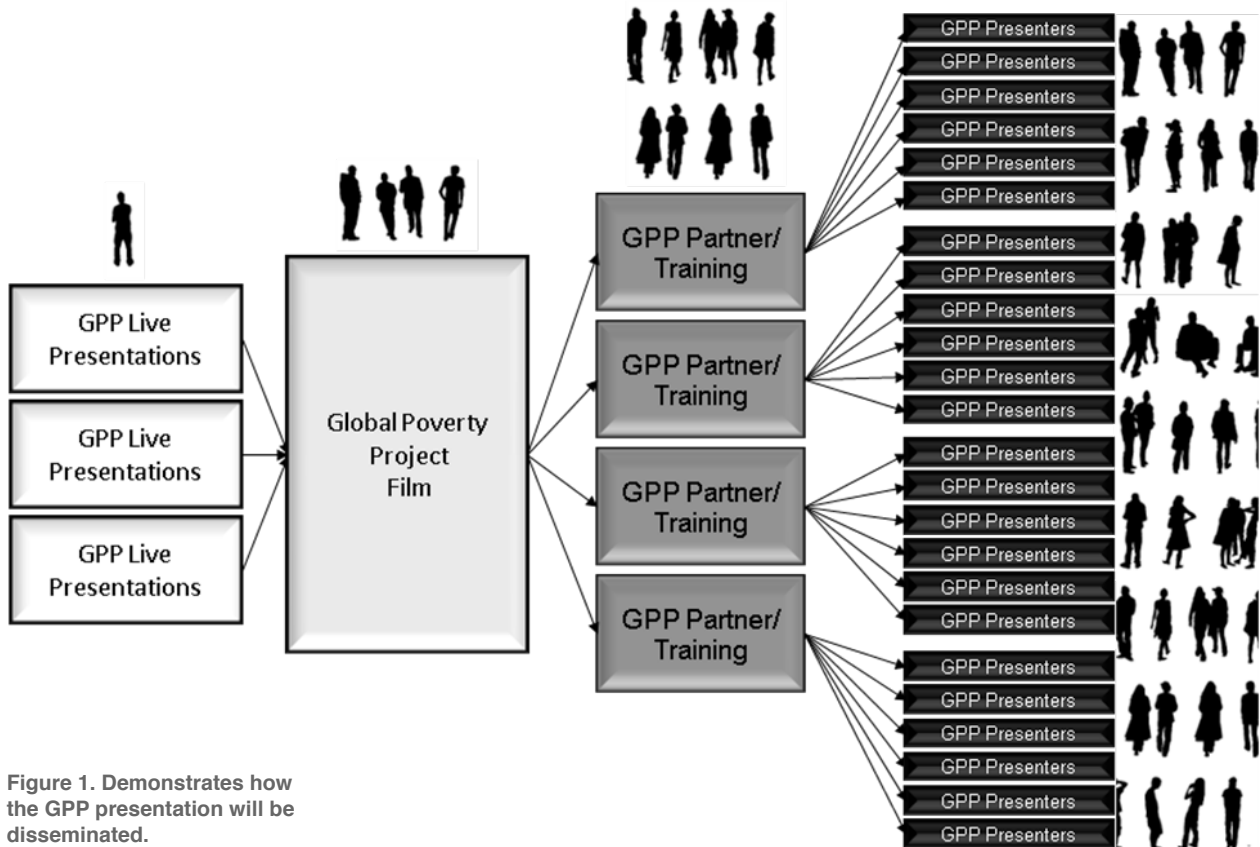


Figure 1. Demonstrates how the GPP presentation will be disseminated.

local perspectives

MONDAY 24TH NOVEMBER

Official Cambodian welcome

HIS EXCELLENCY, VENG SEREYVUTH, MINISTER OF CULTURE AND FINE ARTS

His Excellency, Veng Sereyvuth, Minister of Culture and Fine Arts, set the tone of the conference through his own local and very personal account of how volunteers had touched his life. The Minister intertwined the history of Cambodia with his own experience of living through three wars, living under the oppressive Khmer Rouge regime and living in Refugee Camps in Thailand. He spoke about the assistance from aid and development organisations that provided the mechanism for him to access food, education and shelter. He shared with us the influence that these volunteers had on his life and the opportunities that he was able to access particularly in the Refugee Camps - *"I learnt English under the leaf of the coconut palm"*.

The Minister shared with us some key insights around what it means to be a volunteer....*"I talk from heart...heart to heart is the communication of the volunteer. It is people business, a people to people business."*

In this context, it was his local perspective that will help to shape and inform the good practice of International Volunteer Co-operation Organisations (IVCOs) going forward. He believed that *"the work of our organisations will be needed for many years ahead and that our volunteers should be humble...it goes a long way...this approach allows the other side to open up, to be at ease. Volunteers don't need to impress."*

Wise words from His Excellency, Veng Sereyvuth and we were indeed very fortunate to have him give the opening presentation.

Presentation of FORUM research findings : Cambodian NGO perceptions of international volunteer agencies

BRIAN AND ELIZABETH PONTER AND SOK CHAMROEUN

The research findings were presented by Brian and Elizabeth Ponter and Sok Chamroen. The purpose of the research was to explore host organisations' perspectives of international volunteer agencies. Research questions explored three topics: the NGO hosts; the NGO/IVCO (International Volunteer Co-operation Organisation) relationships and the international volunteers (IV) themselves.

This presentation highlighted the need for IVCOs to reflect on their accountability measures, the process of initiating partnerships with host/local NGOs, the reasons why NGOs seek IVCO partners, the reciprocity between NGOs and IVCOs, positive and negative factors influencing the relationship between NGOs and IVCOs and the advantages and disadvantages of international volunteering in an NGO setting.

Discussion on Codes of Practice: Report back on Comhlámh's research

KATE BYRON, TRAINING AND INFORMATION OFFICER, COMHLÁMH

The work of Comhlámh aims to encourage good practice in the overseas volunteering sector, and to support volunteers in a longer-term commitment to development. Comhlámh have developed a 'Code of Good Practice' for Irish volunteer sending organisations that encompasses views from three main stakeholders: the sending organisations, the volunteers and the host projects. They have also developed a 'Volunteer Charter' that sets out 7 principles that aim to encourage responsive and responsible volunteering.

In Kate Byron's presentation, the impact of international volunteering on host organisations was explored. Local perspectives were given from host organisations in India and Tanzania. The research explored themes such as the host organisations' perceptions of volunteers, the benefits of hosting volunteers, the involvement of volunteers in programme development such as recruitment and training as well as accountability protocols for volunteers. Several recommendations were made by host organisations and volunteers back to IVCOs and these can be found in the attached report.

"Having volunteers from a different cultural background has always been an enriching mutual learning experience for us. The perspectives of people from a different background help in understanding problems differently...volunteers also bring with them new perspectives and learning".

Perspective of a local community development worker

MARILOU JUANITO, EXECUTIVE DIRECTOR, VSO BAHAGINAN

Marilou came to Cambodia in 1998 to help start community development in Cambodia. Right after the war, the focus was on infrastructure and rebuilding the country. Marilou spoke about her experiences working with Cambodian communities at a grassroots level. In her community development work, Marilou started by conducting a needs assessment that directly asked the communities what their vision was in one year's time. The communities were not used to being asked these kinds of questions as they had lived under a dictatorship. Over time, community thinking changed through involvement of international volunteer agencies who facilitated this kind of thinking. One of the key themes of this presentation was the importance of communities having "buy in" in the programmes and to be able to genuinely participate and express their real needs.

Marilou's presentation also expressed some of the confusion that exists in Cambodia about the concept of volunteering and the role of international volunteers.

Reflections on experiences working in Cambodia

JAMES WHITEHEAD, INTERNATIONAL PROGRAMME MANAGER, PROGRESSIO

Drawing on Hofstede's 'Framework for Assessing Culture' and also that of Edward T Hall, James Whitehead discussed the cultural issues of international volunteers working and integrating into the Cambodian context.

Using the model, some of the considerations included looking at hierarchical processes of different cultures, decision making processes, ways of working together, individual and collective values and gender roles.

Firstly James looked at power distance high / low. Power distance refers to different power structures such as hierarchy versus flatter management structures. The model itself does not reflect an objective difference in power distribution but rather, the way people perceive power differences. He put forward that in Cambodia the way of working involved greater hierarchy, whereas in contrast, Denmark would have flatter power distance structures. It is important to note that this kind of analysis has to be fluid and take into consideration the changes that may occur over time. The power distance perspective may be used as a tool for volunteers to understand why things may or may not be happening, e.g., the volunteer was excluded from meetings because they did not respect the hierarchy.

Individual and collective refers to how decisions are made, how people work individually or collectively and the importance of teamwork. This is a useful way of understanding or analysing when there is a "disconnect" between the two approaches to work.

In his presentation, James put forward another significant factor, which was high context / low context. High context refers to those societies or groups that have established close connections over a long period of time (i.e. family), therefore cultural behaviour is expected to be implicitly understood by the group. They focus on the group more than the individual. Low context focuses on the societies where connections do not have the depth of experience and expectations as a high context culture and focuses on the individual more than the group. In a low context much more is verbalised and explained.

He highlighted the importance of international volunteers to spend time getting to know people and building a sense of trust, e.g., sitting down over a meal and getting to know one another. This can provide a greater understanding of decision making, priorities etc.

James highlighted the impact of gender roles in an international volunteering context. Cultural interpretations of gender roles need to be taken into account and he referred to Hofstede's model, 'Gender roles (fixed and fluid)'. For example, in some countries it would not be considered culturally acceptable for a man to be in a subordinate role to a younger woman. These kind of cultural considerations need to be built into the in-country training and orientation of international volunteering programmes.

Aspects of a community development environmental project

JEAN-ROBERT ESCHER AND VALENTIN DIMOC, UNITE-BETHLEHEM MISSION IMMENSEE (UNITE-BMI)

The presentation by Valentin Dimoc and Jean-Robert Escher of Unite-Bethlehem Mission Immensee was about a community environmental project in North of Manila in Tinoc Ifugao, Philippines. This area is 1500 metres above sea level and has become popular for income generation vegetable gardens that cause environmental degradation. Unite-BMI and some local people were concerned about the conversion of forest into vegetable gardens in this area. BMI work with communities there to offer their environmental knowledge. Their four-pronged Strategy includes:

- 1) Alternative Livelihood (fruit processing)
- 2) Product Marketing (teaching communities how to market their products)
- 3) Environmental Policies Enforcement
- 4) Community and Institution Building (working with the community to do action planning and training)

“As indigenous people, life is dependent on environment.”

Interface of international volunteering and national youth programmes – perspective from a local organisation

CATHERINE CECIL, COMMUNICATION AND POLICY ADVISOR, YOUTH STAR CAMBODIA

Continuing on the theme of Local Perspectives, Catherine Cecil from Youth Star Cambodia presented on some research that Youth Star conducted in partnership with United Nations Volunteers in 2008. The research is titled ‘Volunteerism, Harnessing the Potential to Develop Cambodia’ and is available on the conference disc.

Founded in 2005, Youth Star Cambodia provides support and opportunities for young people to grow and develop alongside the communities that they work with. Their work now focuses on two areas – the young Cambodian volunteers themselves and the work these volunteers do with communities in promoting health and sanitation and supporting livelihood opportunities.

“Volunteerism as a way of contributing to young people and their society. Volunteers themselves are transformed as their communities are transformed.”

Youth Star’s research gives us insight into the concept of volunteering in Cambodia, particularly the mixed way that it is understood, how volunteering can be used a tool for building social capital in communities, and some of the positive and negative implications of international volunteer programs. Again, it is insights from the perspective of local organisations that can help inform the good practice of the work of IVCOs going forward.

“It is important to have regular communication between international organisations and local expertise.”

strategicplanningfocus

TUESDAY 25TH NOVEMBER

THREE SPEAKERS GAVE PRESENTATIONS ABOUT STRATEGIC ISSUES ARISING FROM INTERNATIONAL YOUTH PROGRAMS BASED ON THEIR EXPERIENCE OF WORKING WITH YOUNG PEOPLE ON DEVELOPMENT AND VOLUNTEERING PROGRAMS.

Strategic issues arising from international youth programmes

CHRISTINA JENKINS, FORUM COORDINATOR, FORMER SPW AUSTRALIA DIRECTOR

Based on a question posed by Dennis Altman (international activist-academic), 'What kind of change do we seek?', Christina Jenkins posed the question to IVCOs, 'What kind of volunteering models do we seek?' She summarised a key theme around values that linked many of the previous presentations together.

"The Minister spoke about 'people to people experiences' and need for 'humbleness and openness' in this kind of work and in the way that we relate as human beings. The power of this value should not be understated."

Based on her experience as a volunteer and as the former SPW Australia Director, Christina cited Students Partnership Worldwide (SPW) as a good practice example of an International Youth Program. In the SPW model, young people are valued and seen as integral in achieving development goals. SPW's aims are linked with Millennium Development Goals as well as National Strategies within each country. At the same time, SPW works with multiple partners at a local level including local organisations, local communities and between the volunteers themselves (where there is often a mix of local, national and international volunteers). The mechanism for achieving the development goals is through mobilising volunteers and this is done in partnership on a number of levels, local, national and international. One of the strategic issues that Christina raised was that the peer education model can not work in isolation, rather, it has to be supported on a number of levels, *"Supported particularly by the local community and what exists within that community and the linkage with health services, schools, local organisations and people, national partners, national strategies, etc. SPW provides an example of this interconnected and supported peer education approach."*

BRIAN ROCKCLIFFE, DIRECTOR OF THE VSO FEDERATION

In his presentation, Brian Rockcliffe re-enforced the message that there is a need to invest in and value young people. Volunteer Services Overseas (VSO) broadened their programme to include young people in development work. There were two main reasons behind this shift. Firstly, by looking at developing countries, there was a realisation that the future of the countries is on the shoulders of the youth. With most of the population under 35, there is a need to develop skills and leadership. Secondly, by looking at the situation in the UK itself. The average age of volunteers was 41, and VSO wanted to re-engage young people in development work.

"There is a power and authority in young people, for instance someone like Hugh Evans can say he is part of the first generation that can eradicate poverty."

The idea of programmes for young people was controversial at VSO and challenged the purpose that VSO wasn't in the business of working with young people. *"What we realised is that at centre of our work is people to people work and relationships between organisations."*

With that in mind, VSO developed four principles that underpin their youth programmes:

1. Relationships – programmes where people work as equals
2. Supportive learning – respectful / positive learning experience (need to be supported in learning)
3. Real jobs to do – engaging with the community / need to have a useful job to do
4. Accessible – need to be open to everyone, not just those who can afford it etc

VSO now have two programmes for youth, 'Youth 4 Development' and their 'Global Xchange' programme. Brian highlighted one of the issues arising from the British-based 'Global Xchange' programme, a six-month exchange programme where volunteers of mixed nationality work in teams, spending three months working in their own country and then in a reciprocal arrangement with a host country. The issue of accessibility is problematic and different perceptions of what the groups of volunteers want from the experience is sometimes unequal and can create tensions. Another reflection is that it is an expensive programme.

DIMITY FIFER, CEO OF AUSTRALIAN VOLUNTEERS INTERNATIONAL AND FORUM EXECUTIVE

Continuing on the theme of 'Strategic Issues Arising from International Youth Programmes', Dimity Fifer spoke about a new initiative between AVI and Macquarie University in Australia.

The 'Global Futures Programme', which will commence in 2010 in conjunction with the university's new curriculum, is the first of its kind in the Australian tertiary sector. Macquarie is the first university to partner with an NGO on this type of programme.

Its aim is to develop partnerships, both local and international, which make valuable contributions to communities and which are mutually beneficial. Programmes will be developed in conjunction with local community groups, regional and remote councils, indigenous groups and nations throughout the South Pacific and South East Asia. It is the first of its kind.

Based on the values of mutuality, reciprocity and taking a whole-of-university approach, the programme is inclusive - bigger than just 10 or 15 students going on overseas projects, it will instead be opened up to the student population and staff alike. A system will be developed that gives participants an accreditation or credits for their involvement. *"It is a move from an import model and infusion model to developing graduates that can solve problems in different settings, it involves the discovery and transcendence of difference through authentic experiences of cross-cultural interaction that involves real tasks, and emotional as well as intellectual participation."* The 'Global Futures Programme' has already begun working with students to look at ways to change development thinking and language, asking them to rethink the development paradigm.

Launching: Strengthening Volunteerism and Service Learning

RON TSCHETTER, DIRECTOR, U.S. PEACE CORPS

Ron Tschetter launched a Peace Corps initiative, "Strengthening Volunteerism and Service Learning" which is a brand new volunteerism "toolbox" action guide. It aims to help volunteers inspire and help support host countries to make service a common experience within their own countries.

The Peace Corps V2 initiative is an effort to increase domestic volunteerism in the countries where they serve. In the Director's words, *"I want our volunteers to build upon their work with local partners and create a truly sustainable model. In essence, our goal is to pass on so much knowledge and sustainability that we are working ourselves out of job!"*

"[Volunteering] is about making friendships and relationships."

The full presentation is available on the enclosed conference disc.

IVCO Discussion Paper: Gender Mainstreaming

JANE RUSSELL-SMITH, FORUM RESEARCHER

Jane Russell-Smith presented the findings of the FORUM Discussion Paper 'How do current trends in development and volunteering intersect with gender?' The paper aimed to consider some of the implications of gender mainstreaming, what we can learn from this and identify some challenges for the future. Mainstreaming gender equality is a commitment to ensure that women's as well as men's concerns and experiences are integral to the design, implementation, monitoring and evaluation of all legislation, policies and programme. The ultimate aim is to promote equality between women and men. Some key good practice signs were:

- Gender equality within the organisations as well as the programmes
- Everyone - especially top management benefits from a champion
- Good systems – what gets measured gets done: sex-disaggregated data, SMART (Specific, Measurable, Achievable, Relevant, Time-related) targets
- A budget
- Twin track approach: gender mainstreaming and specific intervention

The full research paper and presentation are available on the enclosed conference disc.

Draft FORUM Mapping Paper

DIMITY FIFER, FORUM EXECUTIVE AND CEO OF AUSTRALIAN VOLUNTEERS INTERNATIONAL

Dimity Fifer presented a draft Mapping Exercise paper that had taken an initial look into the breadth and depth of the international volunteering sector.

The paper gave FORUM members a taste of the vast scope of international volunteering across development organisations (NGO and government), private non development organisations (profit and not-for-profit), and umbrella / peak and multilateral organisations which promote international volunteerism. By understanding the scope and range of international volunteering activities in different parts of the world and within its own membership base, FORUM can then consider the impacts on its vision and mission, and opportunities and threats.

The paper, which is considered a 'work in progress', will continue to refine both the categories of international volunteering and the details of organisations listed within the categories. An updated version will be presented at IVCO 2009. Members are invited to contribute any relevant organisational information and recommendations to the FORUM Coordinator at info@forum-ids.org.

lookingforward

WEDNESDAY 26TH NOVEMBER

International Year of the Volunteer + 10 (IYV + 10)

FLAVIA PANSIERI, EXECUTIVE COORDINATOR, UNITED NATIONS VOLUNTEERS (UNV)

Flavia Pansieri's presentation looked at the global perspective of volunteering in the context of current global, financial, fuel and climate change challenges. Given the context, there is the strong possibility of the next few years not being easy. As a collective IVCOs should be aware of the impacts, work together looking at questions like, *"What next, where do we want to be and where do we want to get to?"*

The International Year of the Volunteer +10 (IYV+10) will provide a platform to present to the UN General Assembly that voluntary action is essential to complement government, multilaterals, etc to achieve the Millennium Development Goals. It is an opportunity for IVCOs to work as a collective to grasp and pursue common mandates to get the support they require, despite the complex and difficult times that lie ahead.

"Our collective work to move from voluntary action, to collective effort, to important contribution. A move from do-gooders to recognise how it is important to progress towards peace, development and global society / global citizenship."

"In times of crisis people are more willing to contribute."

Mainstreaming conflict resolving approaches

DR JÜRGEN WILHELM, DIRECTOR GENERAL, DED

The Strategic Programming theme continued onto the final day of presentations where Dr. Jürgen Wilhelm presented on the link between development and individual security and DED's approach in conflict resolution. *"The nexus between development and peace nowadays is more important than ever. This is why one can state that there is no development without peace!"*

He put forward the necessity of peace being a development objective in itself to ensure development of civil societies. He also noted that peace is a constant process. *"It requires peaceful behaviour of people in their daily interactions. The struggle for peace and the fight against poverty are linked very closely. The link between development work and accompanying peace processes is important, because it is a challenge to maintain peace instead of conducting war even if it comes to the question of allocation of scarce resources."*

He described the work of many personnel cooperation organisations, including DED, who have reoriented themselves to respond to new global challenges and changing circumstances. *"One of the greatest challenges was to find ways to consider the influence of conflicts in our strategy for our work in development cooperation. We found out, that our feature enables us to integrate conflict resolution as a part of our development cooperation mandate: we decided to concentrate our work on the local and regional level, whereas German development banks and technical agencies find their partners mainly on the national level. We are, where peace building can unveil its full potential, because only when there are satisfactory living conditions on the local level, democracy and peace will get a chance."*

The full presentation is available on conference disc.

IVCO discussion into the future

DIMITY FIFER, FORUM EXECUTIVE AND CEO OF AUSTRALIAN VOLUNTEERS INTERNATIONAL

The IVCO 'Paper on Options' was presented by Dimity Fifer on behalf of the FORUM Executive. The paper incorporated a range of issues and questions canvassed at recent IVCO meetings and ongoing discussion between members. The presentation raised a series of issues as part of the preparatory work for the next iteration of our Strategic Plan, as FORUM asks, *"Who are we as an organisation? What is our purpose? How do we best support each other and the work of international volunteer cooperation? What does our future work entail?"*

It was put forward that FORUM's Strategic Plan 2006-2009, drawn up by FORUM's Executive after IVCO 2005 (Tokyo), is nearing the end of its 'shelf life'. Therefore, as presented at IVCO 2008, it is timely for members to assess elements of our 2006-2009 Strategic Plan and, in particular, articulate FORUM's purpose.

The paper presented a list of recommendations around FORUM's approach and purpose going forward. Into the future, the FORUM Executive intend to take a team approach to their roles including portfolio responsibilities. The timing of conferences was discussed and questions were put to delegates such as, 'Should IVCO be held on a biannual basis?' and 'Should there be regionally-focussed meetings in between IVCO Conferences?' It was noted during the interactive presentation that FORUM would like to encourage participation from Africa, China, South America and regions and countries where FORUM is under-represented in their membership. Based on the recommendations of members, FORUM hopes to continue be a support to and invaluable network for international volunteering cooperative organisations.

It was acknowledged that if FORUM was to meet the external and internal expectations of its members, then FORUM needed to consider the volume of its work and put in place the required staff and financial resources.

conference delegates

conference delegates

ALLUM, CLIFF - Chief Executive Officer, Skillshare International and FORUM Executive

ASH, RAY - Deputy CEO, Austraining International

BJORGE, LIVE - Programme Director, FK-Norway (Fredskorpset)

BRITTON, PETER - Australian Volunteers International (AVI)

BYRON, KATE - Training and Information Officer, Comhlámh

CASTILLEJO, ALICE - Country Director, Voluntary Service Overseas, Cambodia

CECIL, CATHERINE - Presenter, Communication and Policy Advisor, Youth Star Cambodia

CHAMROEUN, SOK - FORUM Presenter, VSA Researcher

CHRISTIANSEN, PETER - Director, MS

CROSBY, CHRISTINE - Marketing and Communications Manager, Australian Volunteers International (AVI)

DEILE, JÜRGEN - Head of Department of seconded personnel, Church Development Service

DIMOC, VALENTIN - Member BMI-UNITE, UNITE - Bethlehem Mission Immensee BMI

EMBLEM, MICHAEL - Regional Director for the Uniterra programme WUSC-Asia, WUSC

ESCHER, JEAN-ROBERT - Member BMI-UNITE, UNITE - Bethlehem Mission Immensee BMI

EVANS, HUGH - Global Poverty Project, Presenter

FIFER, DIMITY - CEO, Australian Volunteers International (AVI) and FORUM Executive

FLOOD, FRANK - Deputy Director, Irish Aid

FLOOD, MARY - Cambodian Country Manager, Australian Volunteers International (AVI)

FUKUDA, SHOKO - Japan International Cooperation Agency (JICA)

GAEHWILER, SEPP - Board member UNITE / Director BMI, UNITE - Bethlehem Mission Immensee BMI

GUO, HAO - Program Officer, Association of Chinese Young Volunteers

HALLEGOUET, REMY - Regional Representative of Association Française des Volontaires du Progres ADVP in Asia

HORTON, KAREN - Country Representative, Cambodia/Laos

JENKINS, CHRISTINA - FORUM Coordinator

JUANITO, MARILOU - Executive Director of VSO Bahaginan

conference delegates

KEHER, DONNA - Chief, Partnerships & Communications Group, United Nations Volunteers (UNV)

MATTE, SYLVAIN - Director for the Uniterra programme of CECI and WUSC, WUSC

MINUTILLO, MARYANN - Senior Advisor, U.S. Peace Corps

MÖLLERS, WOLFGANG - Director, Deutscher Entwicklungsdienst, Cambodia (DED)

MURRAY, DEIRDRE - Director, Comhlámh

NG, AARON - Director, International Volunteerism and Community Partnerships, SIF

PANSIERI, FLAVIA - Pansieri, Flavia

PONTER, BRIAN - FORUM Presenter, VSA Researcher, Royal University of Phnom Penh

PONTER, ELIZABETH - FORUM Presenter, VSA Researcher

REICHER, PETER - Chairman, Hungarian Volunteer Sending Foundation (HVSF)

ROCKLIFFE, BRIAN - Director of the VSO Federation

ROLOGAS, ANTHONY - Project Director, AYAD, Austraining International

RUSSELL-SMITH, JANE - FORUM Presenter

SCHREIBER, MARTIN - Central Secretariat, Unite

SCHUMACHER, DAGMAR - Chief, Partnerships Unit, United Nations Volunteers (UNV)

SHIRAI, TAKEMICHI - Senior Advisor to the Director General, Japan International Cooperation Agency (JICA)

SNELSON, DEBORAH - Chief Executive Officer, Volunteer Service Abroad (VSA)

SNYDER, SCOTT - Senior Associate, International Relations, The Asia Foundation

SON, SUNG-IL - Deputy Representative, Korea International Cooperation Agency (KOICA), Cambodia Office

SOS, FARIB - Chair of Volunteer Service Abroad (VSA) Council

TAN, JEAN - Executive Director, Singapore International Foundation (SIF)

TSCHETTER, RON - Director, U.S. Peace Corps

WHITEHEAD, JAMES - International Programmes Director, Progressio

WHILHELM, JURGEN - Director General, Der Deutsche Entwicklungsdienst (DED)

ZHANG, WENQI - Program Assistant, The Asia Foundation Beijing Office