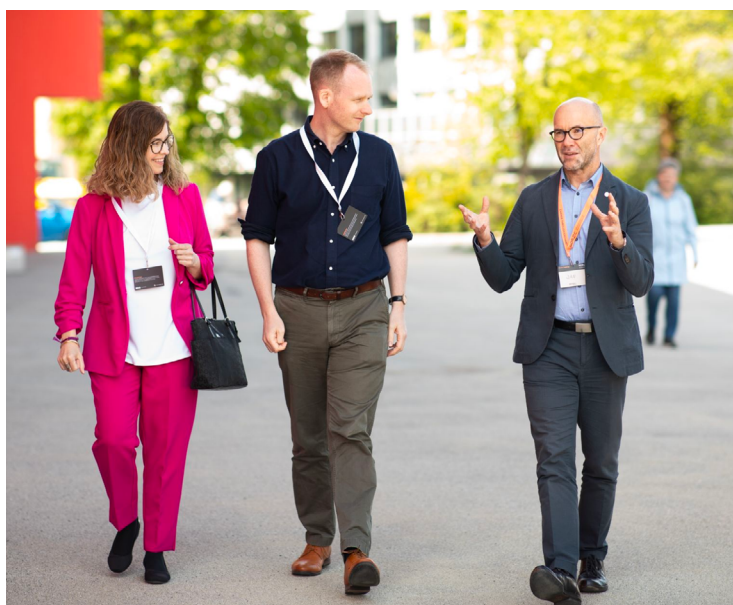
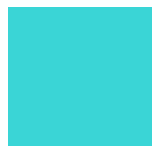




International Forum for
Volunteering in Development

FORUM ANNUAL REPORT 2023



“ Young volunteers and activists are changemakers of today (and not tomorrow), they are sources of hope, and they take matters into their own hands – inspiring others by their passion and determination and their commitment to social justice and equity.”

Dr. Moses Okech, Professor Matt Baillie Smith, and Dr. Bianca Fadel writing in the IVCO 2023 Framing Paper *A New Generation of Volunteers as Changemakers.*

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INTRODUCTION

2023 has been a year of significant progress and reflection for Forum and its member organisations. Building on the lessons learned from the pandemic, our community has continued to innovate and adapt, exploring new opportunities and addressing common challenges. Forum's strategic focus this year has been on deepening our commitment to responsible and impactful volunteering, expanding our global reach, and creating spaces for our members to share and collaborate.

In 2023, the process of introducing and integrating National Members into Forum reached a new phase, and we welcomed two National Member representatives – Ratherford Mwaruta of the Zimbabwe Workcamps Association and Lily Bright Tetteh of the Coalition of Volunteering Organisations of Ghana, to the Forum Board.

With IVCO 2023, we turned our focus to the role and experiences of young people in volunteering and development. The first IVCO conference in Southeast Asia in over a decade was brilliantly hosted by Yayasan Sukarelawan Siswa (YSS)/Student Volunteers Foundation in Kuala Lumpur, Malaysia. With the theme *A New Generation of Volunteers as Changemakers*, the conference provided a platform for rich discussions on how we as a sector can create environments that empower young volunteers to drive impactful change. A youth-only session on the third day offered a unique space for young delegates to voice their perspectives, contributing key themes that shaped the conference's outcomes and the [Kuala Lumpur Call to Action](#).

As well as the [IVCO 2023 Challenge Paper](#), produced in partnership with the International Association for Volunteer Effort (IAVE) and written by Dr. Moses Okech, Professor Matt Baillie Smith and Dr. Bianca Fadel, we published a series of think pieces by a diverse range of authors on themes related to youth and volunteering. In our research, we also explored the question of [Inequalities in Volunteering Research and Evidence](#) with a paper by Helene Perold, Jacqueline Butcher, Jacob Mwathi Mati and Chris Millora, and a series of conversations with the Forum Research, Practice, Policy and Learning Group and the wider volunteering sector.

We redoubled our efforts to provide support to organisations in engaging with the Global Volunteering Standard and applying it to their work, and a series of workshops twinned with hands-on follow up support significantly expanded the reach and impact of the Standard.

As always, Forum's Working Groups are at the heart of our work. In addition to active groups on Diversity & Inclusion, Standards, Security and Risk Management, Research, Practice, Policy & Learning, and the IVCO Working Group, the newly minted Climate Action Working Group grew its membership and significantly expanded its activities. Following a meeting at IVCO 2023 on work that Forum members are doing to support volunteer-involving organisations and volunteering infrastructure in the Global South, we launched a series of quarterly discussions on 'Host Country Volunteering'.

This report highlights the key outcomes and initiatives undertaken in 2023, detailing our achievements and setting the stage for continued progress in the years to come. At the end of the report, you will also find Forum's 2023 Financial Statements.



ENABLING EFFECTIVE KNOWLEDGE GENERATION AND SHARING TO PROMOTE GOOD PRACTICE.

IVCO 2023

The 2023 International Volunteer Cooperation Organisations (IVCO) conference, themed "A New Generation of Volunteers as Changemakers," was held in Kuala Lumpur, Malaysia. Hosted by Yayasan Sukarelawan Siswa (YSS)/Student Volunteers Foundation and Forum, and supported by the Malaysian Government, the conference marked a significant focus on youth engagement in global development.

The conference brought together over 180 participants from 51 countries, including volunteer-involving organisations, policymakers, and youth volunteers and youth leaders. This gathering provided a platform for exploring how to create programmes and environments that empower young volunteers to drive meaningful change. Key discussions revolved around youth leadership, power dynamics, and the evolving motivations and aspirations of young people in the volunteering sector.

The event underscored the importance of viewing young volunteers not just as future leaders but as vital contributors to today's global challenges.

The conference concluded with a [Call to Action](#) for organisations to commit to advancing the role of young people in volunteering and development, setting the stage for ongoing dialogue and collaboration in future IVCOs.

Forum would like to acknowledge the phenomenal work of YSS, and Fazirah Naser in particular, as well as the support of the IVCO Working Group, in delivering an exceptional conference. Forum's IVCO Working Group is led by Jean Tan of the Singapore International

Foundation and Forum Board member. Following the Forum Annual Meeting in October 2023, Sathish Rao Appalanaidu joined Jean as co-chair of the group.

In June, Norec hosted the 5th Forum European Meeting in Førde, Norway, gathering 24 participants to address the significant challenges facing international volunteering organisations including the impacts of the Ukraine war, inflation, and climate change. The meeting featured discussions on shrinking civil society space, volunteer recruitment, and the importance of building alliances. Participants shared strategies for adapting to the current landscape and emphasised the need for collaboration, innovation, and effective advocacy going forward. You can read the report of the meeting [here](#). Our thanks to Norec for their kind hospitality and for hosting a very productive and interesting meeting for our European members.



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, responsible, and ethical in their practice. It was developed, and is managed, 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.

In 2023, we saw a significant increase in the number of organisations engaging with the Standard, and in the depth of their engagement. This is the result of a successful series of workshops and increased hands-on support for organisations as they engage with the Standard and carry out their Self-Assessment.

At IVCO 2023, we published the first four [good practice handbooks](#) based on elements of the Global Volunteering Standard. This four-part series covers the *Managing Volunteers* theme of the Global Volunteering Standard, specifically Recruitment and Selection, Preparation, Training & Learning, Placement & Support, and Debriefing, Recognition & Ongoing Engagement. These will be the first in a series of handbooks covering all of the themes of the Standard.

The Standards Working Group was led in 2023 by Melanie Gow of Australian Volunteers International (AVI) and Fred Sadia of the Kenya VIO Society. 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

In 2023, 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 [Rethinking the Idea of Prosperity \(As Flourishing\)](#) with Professor Rebecca Tiessen of the University of Ottawa, on preparations for the UN's State of the World's Volunteerism Report and the African Union's State of Volunteerism Report with Dr. Meshesha Sherawega of the African Union and Dr. Tapiwa Kamuruku of UNV, and on Participatory Action Research on Decolonising Volunteering with Ratherford Mwaruta, Laura Rodriguez, and Ingrid Danckaerts, of the Decolonise IVS Project.

In order to frame and inform our conversations at IVCO 2023, Forum partnered with the International Association for Volunteer Effort (IAVE) to produce a Challenge Paper, [A New Generation of Volunteers as Changemakers](#). This paper was written by Dr. Moses Okech of Makerere University in Uganda, with Professor Matt Baillie Smith and Dr. Bianca Fadel of Northumbria University in the United Kingdom. It formed part of an IAVE series on youth and volunteering, as well as being the background paper for IVCO 2023. As well as providing IVCO delegates with context on the conference theme, the paper posed challenge questions which were explored throughout the IVCO conference.

Alongside the IVCO framing paper, the RPPL Group also produced a series of short think pieces by leading voices from across our sector.

Following IVCO 2023, the RPPL Group hosted a much-expanded Research Day, with more than double the number of attendees we have welcomed in past years. The day included presentations and discussions of Volunteering Research in Asia with Mayuko Onuki of Waseda University, on plans for the upcoming State of the World's Volunteerism Report with representatives of the United Nations Volunteers programme, and a workshop to explore shared, agreed principles for volunteering research.

In 2023, the RPPL Group led the biennial survey of Forum members. As always, the survey identified interesting trends amongst our members. The findings of the survey are captured in [this report](#).

The Forum RPPL Group was chaired in 2023 by Lucie Morillon of France Volontaires and Gerasimos Kouvaras of ActionAid Hellas. Following the Annual Meeting, Ratherford Mwaruta of the Zimbabwe Workcamps Association took over from Gerasimos as co-chair of the group.

“

Forum’s Board was delighted in 2023 to see the enthusiastic participation of its expanded membership in research, the Global Standard and in our convening spaces. We are looking forward to building on this collaboration to foster greater innovation and impact in the volunteering in development sector in the years to come.

Heather Shapter, Forum Chair

Diversity and Inclusion

The Community of Practice on Diversity and Inclusion continued to explore critical themes in 2023, including decolonising volunteering and enhancing youth inclusion and representation. It worked with RPPL on its study of [Inequalities in Volunteering Research and Evidence](#), and joined RPPL to discuss its findings and recommendations. A significant portion of the year was dedicated to a group study of the online course *Facing Human Wrongs: Navigating Paradoxes and Complexities of Social and Global Change*. This joint learning process provided a foundation for deeper discussions and informed the group's ongoing efforts to promote diversity and inclusion within the sector.

Members of the group completed an online study, together 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 2023 by Erin Bateman of WUSC.

Security and Risk Management Working Group

The Security and Risk Management Working Group remained an active community of practice in 2023, bringing together security professionals from Forum member organisations to share good practices and insights. The group organised roundtable discussions on diverse themes and hosted a webinar on Managing Risk in Context. Additionally, the group contributed to preparations for the review of the Global Volunteering Standard, particularly focusing on safeguarding aspects.

The group was led by Valérie Savaria of Crossroads International and Pierre Andipatin of AVI.

Climate Action

In 2023, the Climate Action Working Group focused on serving its members by collecting data, sharing information, and hosting educational workshops. A key initiative was the climate action survey, which evaluated activities within member organisations. The group also hosted a webinar highlighting the UN Decade on Ecosystems Restoration, providing valuable insights and fostering dialogue on climate action. The group remains committed to supporting its members in addressing climate-related challenges and is continuously working to expand its impact.

The Forum Climate Action Working Group is led by Pablo Dourojeanni of Norec. We thank Liz Gordy, Forum's former Operations Officer, for her work as co-chair of the group.



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 2023. As one of the Major Groups and Other Stakeholders, the VGA again represented the voice of volunteerism at the UN's High Level Political Development on Sustainable Development, by submitting a Thematic Paper, organising a side event, and supporting volunteers and representatives of volunteer-involving organisations to have their voices heard at the UN.

Once again, Forum hosted an Intergovernmental Meeting at IVCO 2023, and we also hosted an online meeting for the Intergovernmental Group in March, focused on Orphanage Tourism and Volunteering and linking this theme to the Global Volunteering Standard.

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

At the end of 2023, Forum's membership was made up of 24 International and 13 National Members. In January, Forum signed a [Memorandum of Understanding](#) with the United Nations Volunteers (UNV) Programme, marking a new phase of Forum's relationship with UNV and setting out a plan for collaboration on research, knowledge sharing, and supporting volunteers to participate in decision-making spaces.



STRENGTHENING THE RELEVANCE AND CAPACITY OF FORUM

Forum is resourced by membership subscriptions, income generated by the IVCO conference, voluntary contributions of project-focused funds from our 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. CECI, Cuso International, Oxfam Québec and WUSC provided financial support for the Global Volunteering Standard, and VSO contributed financially to both the Standard and the Research fund and supported the Standard through the secondment of Rahim Hassanali as Coordinator of the Standards Working Group. We also acknowledge Norec, who have consistently contributed to the Research Fund in recent years.

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



ACKNOWLEDGEMENTS

The Forum Board acknowledges the substantial contributions of all member organisations. 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 2023. We acknowledge in particular the contribution of our outgoing Board member Gerasimos Kouvaras for his wisdom and leadership, and for his thoughtful stewardship of the RPPL Group, along with Lucie Morillon.

We were delighted to welcome Ratherford Mwaruta of Zimbabwe Workcamps Association and Lily Bright Tetteh of the Coalition of Volunteering Organisations, Ghana 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. In 2023, we bid farewell to Liz Gordy after four exceptional years with Forum. We thank her for her hard work, commitment, and especially for her work in establishing the Climate Action Working Group, and wish her well in her new role. Katharine Brown joined Forum as Operations Manager in April of 2023, bringing a wealth of experience and insight, and has had a transformative impact on our work.

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 for managing the Global Volunteering Standard Platform and writing the Global

Volunteering Standard Handbooks. We also thank Yvette Macabuag of Cuso International for her wonderful work in managing the development of the handbooks.'

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.

On behalf of the Forum Board of Directors:

- Heather Shapter, Crossroads International (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
- Ratherford Mwaruta, Zimbabwe Workcamps Association
- Fred Sadia of the Kenya Volunteer Involving Organisations Society
- Jean Tan, Singapore International Foundation (SIF)
- Lily Bright Tetteh, Coalition of Volunteering Organisations, Ghana



FUTURE DIRECTIONS

In 2023 we deepened our relationships with National Members, welcomed two representatives of National Members to the Forum Board, and worked to understand their needs and interests and to align them with Forum's work. This process has seen Forum embrace the full breadth of volunteering in development, and their voices have made an invaluable contribution to advancing our conversations on the impact that volunteers can make to achieving sustainable development. We have also re-launched the category of Associate Membership, which is now designed to include organisations in the volunteering and development space that do not mobilise volunteers. This includes research organisations, consultancies and think tanks. We look forward to recruiting our first Associate Members in 2024.

We are committed to producing practical, actionable research that reaches and influences a global audience, beyond the volunteering space. In 2023 we initiated research partnerships with IAVE, with UNV (through our Memorandum of Understanding), and with Northumbria University with whom we will begin a collaborative PhD programme in 2024.

We look forward to IVCO 2024, which will be hosted by Northumbria University with support from Comhlámh in Newcastle in the United Kingdom. The conference will address the theme Building & Sustaining Connections for Change: Volunteering for Solidarity, and this will be the first time that IVCO has been hosted by an academic institution.

As we reflect on our achievements in 2023, we remain committed to advancing responsible, ethical and impactful volunteering in global development. We will continue to achieve this aim through fostering collaboration, innovation, and knowledge-sharing among our members, and producing knowledge that drives our sector forward. We invite you to stay connected and involved as we navigate the challenges and opportunities that lie ahead, united by our shared vision of a world where volunteering is a powerful force for positive change.

Heather Shapter, Crossroads International

Chair, International Forum for Volunteering in Development

August 2024

CHARTERED ACCOUNTANT'S REPORT



CHARTERED ACCOUNTANTS' REPORT TO THE BOARD OF DIRECTORS ON THE UNAUDITED FINANCIAL STATEMENTS OF INTERNATIONAL FORUM FOR VOLUNTEERING IN DEVELOPMENT

FOR THE YEAR ENDED 31 DECEMBER 2023

We have reviewed the accounting records of International Forum for Volunteering in Development for the year ended 31 December 2023 which comprise the Income and Expenditure Account, the Balance Sheet and the related notes from the Company's accounting records and from information and explanations you have given us.

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 the Institute of Chartered Accountants in Ireland and have complied with the ethical guidance laid down by the Institute relating to members undertaking the compilation of financial statements.

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 2023 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 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 statements.


HSOC Accountants Limited
02/09/2024

FINANCIAL STATEMENTS FOR THE YEAR ENDING 31 DECEMBER 2023

📍 12 Parliament Street, Dublin 2, Ireland

✉ info@forum-ids.org

🔗 www.forum-ids.org

INCOME AND EXPENDITURE STATEMENT

	2023 Actual	2023 Budget	2022 Actual
INCOME	€	€	€
Membership fees			
Full existing members	106,769	108,912	100,165
New members		6,880	
Conference income IVCO surplus	35,322	5,000	28,000
Research (Note 1)	18,104	10,000	5,000
Global Standards Income	2,600	5,000	10,287
TOTAL INCOME	162,795	135,792	143,452
EXPENDITURE	€	€	€
Staff salary and admin support	104,271	84,919	93,911
Staff travel (Executive Coordinator)	5,709	3,000	3,227
Rent & facilities costs	6,648	6,365	4,827
IVCO support	16,050	3,000	5,192
Research (Note 1)	11,220	16,000	13,114
Board expenses	2,505	2,000	1,487
Communications	448	1,000	1,150
Website & Information	2,734	5,000	1,555
Accounting	1,107	1,200	1,107
Bank charges	4,568	7,000	5,151
Other	448	0	57
Global Standards costs	7,649	5,000	10,615
TOTAL EXPENDITURE	163,357	134,484	141,393
SURPLUS/(DEFICIT)	-562	1,308	2,059

STATEMENT OF ASSETS AND LIABILITIES AT 31 DECEMBER 2023

	2023		2022	
Assets	€	€	€	€
There are no Fixed Assets				
Current Assets				
Bank Balances				
Royal bank of Canada EUR	40,958		3,453	
Royal bank of Canada CAD	7,556		1,537	
Paypal Account - CAD	372		-	
Bendigo AUD	1,588	50,474	79	5,069
Debtors (Note 2)		-		8,000
Total Current Assets		50,474		13,069
Current Liabilities (note 3)		-39,267		-1,300
Net Assets		11,207		11,769
Funds at 1 January		11,769		9,710
Surplus/ (Deficit) for the year		-562		2,059
Funds at 31 December		11,207		11,769

STATEMENT OF RECEIPTS AND PAYMENTS FOR 2023

	2023		2022	
Assets	€	€	€	€
There are no Fixed Assets				
Current Assets				
Bank Balances				
Royal bank of Canada EUR	40,958		3,453	
Royal bank of Canada CAD	7,556		1,537	
Paypal Account - CAD	372		-	
Bendigo AUD	1,588	50,474	79	5,069
Debtors (Note 2)		-		8,000
Total Current Assets		50,474		13,069
Current Liabilities (note 3)		-39,267		-1,300
Net Assets		11,207		11,769
Funds at 1 January		11,769		9,710
Surplus/ (Deficit) for the year		-562		2,059
Funds at 31 December		11,207		11,769