

Part 2 of IAVE's major research report, Corporate Volunteering for a Post-Pandemic World, was published in 2023. Read more on page 17.



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2023 IAVE Impact Report

ADVANCING OUR MISSION

IAVE creates a more just and sustainable world by enabling the leaders, organizations, and environments that empower volunteers.



Who we are

IAVE is the largest global network of volunteer leaders. Our member network includes volunteers, government agencies, multi-national agencies and institutions, academics, NGOs, and businesses.

IAVE's **Global Corporate Volunteer Council (GCVC)** is the only leadership network for global companies, headquartered throughout the world, that share a commitment to engaging their employees as volunteers in their communities. By equipping corporate social responsibility (CSR) professionals with the tools and resources they need, GCVC helps its members advance their global employee volunteer programs departmentally and globally.

IAVE's **Global Network for Volunteering Leadership (GNVL)** is a peer-to-peer network that allows engaged volunteering organizations around the world to share insights and forge global partnerships. Members receive special support and opportunities from IAVE, such as access to virtual learning sessions, mentorship, and invitations to in-person events such as our Global Volunteer Leadership Summit.



What we do

Convening—We bring together diverse groups of leaders of volunteering for discussion, reflection and learning.

Advocacy—We organize to advance volunteering as a fundamental building block of civil society in every country and culture.

Thought Leadership — We produce original research on key topics spanning corporate volunteering, youth engagement, and disaster response.

Leadership Development — We create global structures to enable members to learn from and support one another, with programming that enhances the participation and effectiveness of volunteers.

CONVENING

We bring together diverse groups of leaders of volunteering for discussion, reflection, and learning.



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Left to right, Lella Violet Halloum, digital changemaker and youth champion; Nichole Cirillo, executive director of IAVE; and Olivia Clarke, project coordinator at Young Manchester, at the London Roundtable on Youth Volunteering, Employability and Sustainable Livelihoods.

Roundtable on Youth

IAVE held a roundtable event in London on 2 May hosted by Volunteering Matters to share IAVE's work and discuss youth volunteering, employability and sustainable livelihoods. We published a report of the meeting as part of UK Volunteers Week, 1-7 June. Visit iave.org/thought-leadership to learn more.



GCVC and GNVL Forum

Eighteen members of the Global Corporate Volunteer Council (GCVC) met in Lisbon, Portugal, on 9-10 May, hosted by GCVC member EDP. Topics included employee development through volunteering, volunteering to support climate action, self-volunteering (a new way to engage employees), and volunteering in times of war (with a guest speaker from CSR Ukraine).

Fifteen members of the Global Network for Volunteering Leadership (GNVL) also met on 9 May to discuss impact assessment of volunteering programs across the network. GNVL member Ksenija Fonovic of CSV Lazio, Italy, presented on the International Labour Organization (ILO) Volunteer Assessment Framework, and GNVL discussed ways to take the methodology forward in their own programs.

GNVL members then joined GCVC on the second day for a forum on volunteering in humanitarian crises. Speakers included the International Federation of Red Cross and Red Crescent, Fundación Telefónica, EDP, and Médicos do Mundo.

GCVC Events

IAVE's Global Corporate Volunteer Council (GCVC) established working groups for members who want to share perspectives with fellow members on specific topics. These included:

- **Cross-Company Collaboration.** GCVC discussed how to collaborate on specific volunteer projects. In February, members completed a questionnaire outlining priorities in terms of topic, country or region and skills to be used. Members met with an Ashoka representative in April, and are continuing to explore potential projects they can work on together.
- **Disaster Response.** In October, GCVC members met with representatives of the International Federation of Red Cross and Red Crescent for a roundtable conversation on the role of volunteers in disaster response.

Members also met virtually and in person for focused conversations:

- **Impact.** In a February webinar, True Impact shared their methods of measuring impact, and were joined by Deloitte and Ares Management who described how they each use the methodology.
- **Innovation.** GCVC members from Korea, Japan, South Africa, and Portugal met in Seoul in October for a roundtable discussion on innovation in corporate volunteering.



Samuel Turay (right), GNVL regional manager for Africa, speaks with a group at the International Forum for Volunteering in Development IVCO conference in Kuala Lumpur in October.

Selected Speaking Engagements

In addition to organizing our own gatherings, IAVE supports peer organizations and leaders in the field of volunteering.

- Volunteer Ireland, National Volunteer Management Conference, 26 April 2023, Galway, Ireland
- Texas Biomedical Research Institute, Global Health Symposium, 18-19 May 2023, San Antonio, United States
- Points of Light, 14-16 June 2023, Chicago, United States
- International Federation of Red Cross and Red Crescent Societies (IFRC), Global Innovation Summit, 26-28 June 2023, Nairobi, Kenya
- International Forum for Volunteering in Development, International Volunteer Cooperation Organisations (IVCO), 22-26 October 2023, Kuala Lumpur, Malaysia

Peace Corps Volunteering Innovation Training

In October, IAVE partnered with the Peace Corps to develop a training for Peace Corps Volunteers in South Africa.

At the training, Executive Director Nichole Cirillo reviewed Six Global Trends in Volunteering and our South Africa GNVL partner Lungelo Youth Development presented content on volunteering and climate change. Twenty-five Peace Corps volunteers participated.

Discovery, Ltd. Champions Summit

In July, IAVE Board Chair Ruth Lewin and Executive Director, Nichole Cirillo joined a training of over 30 Discovery Ltd. Volunteering Champions to discuss trends in global volunteering. The training produced insightful conversations on volunteering innovation, as well as presentations from the Champions on how they intended to bring innovation to their own volunteering work.

CSR Forum

On 19 October, IAVE joined Volunteer Culture Korea and the CSR Forum in Seoul for a day of discussion on corporate volunteering. IAVE Executive Director Nichole Cirillo gave opening remarks and Lorrie Foster, Director of Corporate Strategy, delivered the keynote address on global trends in skills-based volunteering. The presentation highlighted examples from IAVE's research, Corporate Volunteering for a Post-Pandemic World. The event attracted 100+ participants and took place at POSCO's headquarters in Seoul.



IAVE Board Chair Ruth Lewin and Executive Director Nichole Cirillo joined a training of over 30 Discovery Ltd. Volunteering Champions in July.

ADVOCACY

We organize to advance
volunteering as a fundamental
building block of civil society in
every country and culture.



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IAVE was a leader in advocating that the contribution of volunteers is vital to achieving the United Nations' Sustainable Development Goals, and is referenced in the Agenda 2030 resolution.

International Year of Volunteers

In December, the United Nations designated 2026 as a new International Year of Volunteers for Sustainable Development.

This is another important step in IAVE's ongoing effort for governments and institutions to recognize volunteering as a powerful force for improving civil society.

"As we look ahead to the International Year of Volunteers for Sustainable Development in 2026, let's acknowledge the vital role of volunteers as change-makers who weave through the fabric of the 2030 Agenda" said Deputy Secretary-General of the United Nations, Amina Mohammed. "Their commitment shapes a world where sustainable development is not merely a goal but a shared reality we create together," she said.

IAVE was a leader in advocating that the contribution of volunteers is vital to achieving the Sustainable Development Goals, and is referenced in the Agenda 2030 resolution.

LEADERSHIP DEVELOPMENT

We create global structures to enable members to learn from and support one another, with programming that enhances the participation and effectiveness of volunteers.



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GNVL Masterclasses

IAVE's Global Network for Volunteering Leadership (GNVL) brings volunteer organizations together for shared learning. Many of these sessions are available on IAVE's YouTube Channel, @iaveofficial.

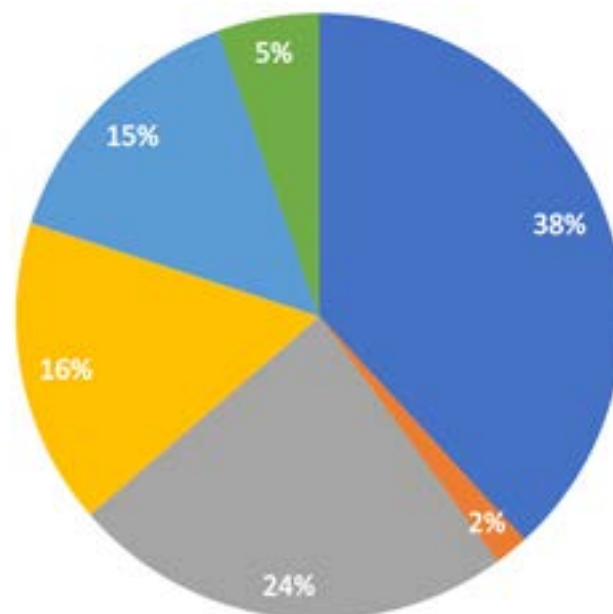
the Global South. Samuel Turay, GNVL regional manager for Africa, partnered with the African Union in April to bring together experts from Africa, Europe, Latin America and Asia to explore South to South collaboration.

Volunteer Management Training and Best Practices

In March, Portugal GNVL member, Pista Mágica, delivered a three-part series and certification on volunteer management attended by members from across IAVE's networks. Members gained valuable input to all stages of volunteer management, including volunteer roles and responsibilities, development of job profiles, recruitment, evaluation and recognition.

Support Platforms for South-South Collaboration, Knowledge Sharing, and Exchange

Inequities in expertise, capacity, management, funding, technology, and resources between the Global North and South remain a major impediment to growing volunteer platforms in



The diverse audience for “Support Platforms for South-South Collaboration, Knowledge Sharing, and Exchange” is typical for IAVE webinars. More than 180 people attended the live session.





The Ins and Outs of Corporate Volunteering

In April, IAVE's director of corporate strategy, Lorrie Foster, ran two sessions for GNVL members on "What You Need to Know to Make Your Partnerships with Companies a Success." The sessions covered the motivations for corporate volunteering programs and ideas for partnering with companies.

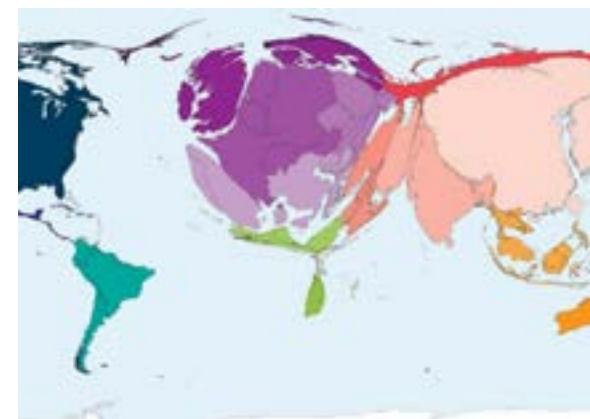


The Role of Brand in the Volunteer Sector

Nuno Abreau, the Slash design studio founder who delivered a plenary session on branding at the 2022 World Volunteer Conference, agreed to provide a masterclass for members of GNVL.

Abreu said that most organizations look at brand as a tactical element, a "nice to have" based on someone's taste, rather than something strategic: a tool to perform better as an organization.

Over three webinars in May, June and July, GNVL members discussed the strategic role of branding, the frameworks to get it done well, and how taking a strategic approach to brand can deeply transform an organization.



Harnessing Technology and Reducing Research Inequality in the Global South

The map above shows country size based on the number of academic papers each published in 2016. It was presented by MGN founder, Marcelo Nonohay, to illustrate that most of the existing research on volunteering in the Global South is conducted by organizations in the Global North, leading to distorted interpretations and low investment in Southern initiatives. This June webinar, hosted by GNVL regional manager, Samuel Turay, brought together experts from Africa, Europe, Latin America, and Asia to explore the strategies needed to support Southern networks for research in volunteering and development.

GCVC Webinars

Global Corporate Volunteer Council (GCVC) members explored ways to align their employee volunteering programs with their companies' Environment, Social and Governance (ESG) Strategies with the following stakeholders:

- **ZS Consulting.** The head of ESG and the head of volunteering from ZS Consulting, as well as the CEO of their main NGO partner, Women for Women, joined us in February.
- **S&P Global.** In June, the head of ESG and the head of employee volunteering from S&P Global shared how they worked to together to develop volunteer programs and measure their impact.

In addition, GCVC hosted two additional webinars:

- In June, we focused on what makes corporate volunteering in Latin America unique. Our conversation featured highlights from Part 2 of IAVE's research, Corporate Volunteering for a Post-Pandemic World. AT&T and CEMEX also shared insights from their programs.
- In September, companies from CSR Ukraine and GCVC shared ideas about corporate volunteering. Ukrainian companies were overwhelmed with employees eager to volunteer and were looking for new ideas.





The 2023 Kenn Allen Award for Volunteer Leadership was presented to Alfredo Abreu, founder of Serve the City Portugal and chair of Serve the City International from 2020–2023.

Kenn Allen Award

The 2023 Kenn Allen Award for Volunteer Leadership was presented to Alfredo Abreu. Abreu founded Serve the City Portugal in 2015 and has served as board chair for Serve the City International from 2020 – 2023. Serve the City calls itself “a global movement of volunteers showing kindness in personal ways to people in need.” There are more than 80 local organizations around the world.

In Portugal, Serve the City mobilizes volunteers from companies, schools, associations, and the faith community to spend time with people on the margins of Portuguese society, including isolated seniors, vulnerable children, recent immigrants, and people who are unhoused.

Under Abreu’s leadership, the organization has grown into a network of 8,000 volunteers and 85 partners, who have volunteered over 45,000 hours toward strengthening community connections across Lisbon.

As part of the Award, Alfredo received a \$1,000 grant to be used for educational development purposes.

THOUGHT LEADERSHIP

We produce original research on key topics spanning corporate volunteering, youth engagement, and disaster response.



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Corporate Volunteering for a Post Pandemic World – Part 2

In February 2020, IAVE launched an ambitious research project to evaluate the state of corporate volunteering worldwide. A month later, the world was in the grip of an unprecedented health crisis.

Through the COVID-19 pandemic and beyond, IAVE interviewed representatives of 80 companies overseeing operations in more than 175 countries, with a combined workforce in excess of 8 million people. The resulting report, *Corporate Volunteering for a Post-Pandemic World*, demonstrates how corporate volunteering remains a vital force, capturing realities, the trends and best practices through the eyes of those directly responsible for managing volunteer programs.

Part 2, published in 2023, explores regional issues in greater depth. Each essay is written by a member of the research team local to that region.



Parts 1 and 2 of *Corporate Volunteering for a Post Pandemic World* are available in English and Chinese, with selected chapters in Korean and Spanish. Go to iave.org/thought-leadership.

Youth Volunteering

In 2023, IAVE commissioned four papers on volunteering that focused on key issues impacting young people.

- Youth Volunteering and Employability
- Youth Volunteering and Well-being
- Youth Volunteering and Activism
- Youth Volunteering, Employability, and Sustainable Livelihoods

Dr. Chris Millora, author of the series, is Lecturer in Education and Leverhulme Trust Early Career Fellow at Goldsmiths, University of London. He leads the 3-year research project 'Literacies of Dissent' (literaciesofdissent.com) exploring the literacy and learning dimensions of youth social movements in the Global South.

Each paper was paired with a webinar, including a July discussion of research conducted by GNVL member, Volunteer Scotland. In May 2023, IAVE held a Roundtable in London hosted by Volunteering Matters to expand the dialogue on Youth Volunteering, Employability, and Sustainable Livelihoods.



Dr. Christopher Millora, lower center, leads an online conversation on Youth Volunteering and Social Change in October 2023.

In addition, IAVE partnered with the International Forum for Volunteering in Development (Forum) to commission a new challenge paper, *A New Generation of Volunteers as Changemakers*, which provided context for the International Volunteer Cooperation Organisations (IVCO) conference on youth volunteering in October 2023.

These pieces laid the groundwork for IAVE's collaboration with the African Union on volunteer-powered pathways to youth employment, announced in December. The papers and roundtable report can be downloaded at iave.org/thought-leadership. Webinars are available on IAVE's YouTube Channel, [@iaveofficial](https://www.youtube.com/@iaveofficial).

Volunteering for the Common Good

In 2022 the 26th IAVE World Volunteer Conference had the theme ‘Volunteering for the Common Good: Making Life Better for People and Communities’. In 2024, the 27th World Conference in Busan, South Korea will take the theme ‘People Power: Creating a Sustainable Future through Volunteering.’

In the 4-part webinar series “Volunteering for the Common Good,” two academics and two practitioners set out their views on what

volunteering for the common good means to them. Led by a different guest moderator each session, presenters touched on how volunteering for the common good relates to creating a sustainable future, and how volunteers contribute to tackling the challenges facing our communities and our world.

Each webinar focused on one or two of the UN Sustainable Development Goals that were important to the presenter, either in terms of their academic

research or through their work within communities.

This work was presented at a number of events and convenings, including the International Federation of Red Cross and Red Crescent (IFRC) Global Innovation Summit, the Points of Light annual conference, and the Strategic Technical Committee of the African Union. All four webinars are available on IAVE’s YouTube Channel, @iaveofficial.



Dr. Jacob Mwathi Mati, Centre on African Philanthropy & Social Investment, Wits Business School, South Africa (September 5)



Giselle Mendez, Volunteer Centre of Trinidad & Tobago (September 26)



Dr Bianca Fadel, Northumbria University (October 10)



Colin Rogers, MapAction (November 7)

NEW INITIATIVES



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Reskilling Revolution Africa

For two years, IAVE has explored innovative approaches to youth employability through a challenge paper and a Global Dialogue on Youth Volunteering as a Pathway to Employability, culminating in an insights paper outlining new approaches and solutions.

Based on these consultations, we developed Reskilling Revolution Africa, an initiative that leverages volunteering networks and strategic partnerships with the African Union and the private sector to build employability skills for youth, with a strong focus on the digital and green economy.

Reskilling Revolution Africa aims to scale up access to skills development and employability networks for millions of disadvantaged youth, while also encouraging young people to take meaningful actions in their communities to address the impact of climate change through volunteering and developing green skills.



The model was endorsed by the African Union as a key component of its next continental Youth Development Plan in May 2023 and launched at COP 28 in Dubai in December.

Reskilling Revolution Africa proposes volunteer-powered pathways to youth employability in the green/digital economy



Justina Nixon-Saintil, second from left, stands beside Nichole Cirillo, Executive Director for IAVE at the RewirED summit. Learn more and watch the announcement at iave.org/news.

African Union endorsement

In June, IAVE participated in the African Union's 4th Specialized Technical Committee Meeting on Youth, Culture and Sports held in Addis Ababa, Ethiopia.

In a conference panel, Executive Director Nichole Cirillo presented "Reskilling Revolution: Volunteer-Powered Pathways to Build Youth

Employability." Following the meeting, the African Union endorsed the Reskilling Revolution platform as a key component of its five-year plan for youth development on the continent.

RewirED Summit launch

In December, Reskilling Revolution Africa was announced at the RewirED education summit, held in conjunction with the COP28 environmental summit in Dubai.

At a panel discussion entitled From Activism to Action: Closing the Skills Gap, Cirillo said the initiative "takes advantage of what's already there, it's innovative, and it leaves no one behind."

Justina Nixon-Saintil, Vice President & Chief Impact Officer at IBM, joined the panel with IAVE.

"IBM supports the Reskilling Revolution," she said, "and we are very excited to be a partner with you."

"This is something that's needed globally—access to skills. Especially with the impacts of climate change and the global skills gap, there is a sense of urgency."

GOOD GOVERNANCE



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2023 Board Members

Ruth Lewin

Board Chair
Head of Corporate Sustainability,
Discovery Limited

Matt Clausen

Vice Chair & North America Regional Representative
Partnership Specialist, Inter-American Foundation

Mohamed Al Hosani

Secretary & Arab Nations Regional Representative
Director, Leadership & Empowerment, Emirates Foundation

Wolfgang Krell

Treasurer, Chair of the Finance Committee and Europe Regional Representative
Executive Director of the Augsburg Volunteer Center

Daniel Adugna

At-Large Board Member
Acting Head, Youth Division – Youth Policy & Inclusion Portfolio, The African Union Commission

Karen Bergen

At-Large Board Member
Senior Director, Employee Engagement, Microsoft Philanthropies

Mike Cheung

Asia-Pacific Regional Representative
Deputy Director, The Youth and Aged Association of Hong Kong

Guillermo Correa

Latin America Regional Representative
Founder and Executive Director of the Argentine Network for International Cooperation

Catalina (Cata) Garcia

At-Large Board Member
Global Director of Corporate Affairs at Anheuser-Busch InBev

Uchenna Livingston Ibebunjo

Africa Regional Representative
Principal Administrative Officer, National Root Crops Research Institute

Diane Melley

At-Large Board Member
Executive Director & Senior Advisor, Philadelphia Foundation

Carlos Palacios

At-Large Board Member
Lead, Global Volunteer Program, Telefónica Foundation

Cathy Scott

At-Large Board Member
Vice President, Social Impact, The UPS Foundation

Diane Solinger

Chair of the Fundraising Committee & Corporate Volunteering Representative
Senior Change Management Practitioner, Google

Yvette Tackie

Chair of Global Youth Volunteer Summit and Youth Representative
Regional Manager, Business Development, AISEC – Middle East and Africa

New Board Members

Daniel Adugna

At-Large Board Member

Daniel is Acting Head, Youth Division – Youth Policy & Inclusion Portfolio, The African Union Commission. Previously, he served as Program Manager of the African Union Youth Volunteer Corps, a continental youth leadership program that works with young African professionals through volunteerism and exchange across Africa.

Mike Cheung

Asia-Pacific Regional Representative

Mike is a trainer and volunteer staff for the Agency for Volunteer Service in Hong Kong and is the Deputy Director of The Youth and Aged Association of Hong Kong. Mike is committed to building strong partnerships with organizations and individuals to create a culture of volunteerism that is sustainable, impactful, and innovative.

Guillermo Correa

Latin America Regional Representative

Guillermo is the founder and Executive Director of the Argentine Network for International Cooperation (RACI), the

Argentine National platform of NGOs. He has over 20 years of experience working for local and international civil society.

Catalina (Cata) Garcia

At Large Board Member

Catalina Garcia is the Global Director of Corporate Affairs at Anheuser-Busch InBev (AB InBev), Board Director of the AB InBev Foundation, a member of the ABI Women's Leadership Program, and a member of the ABI Global Communities and D&I Committee. She shares her experience by mentoring women in the company and volunteering internationally.

Uchenna Livingston Ibebunjo

Africa Regional Representative

Uchenna is a senior staff member of the National Root Crops Research Institute, Umudike, Nigeria, where he is a principal administrator and service compact officer. He is a member of the Nigerian Conservation Foundation, the Good Life Advocacy and Empowerment Initiative, the Hannah May Foundation, and the program manager of Sebrikan Widows International.

New Staff

In the spring, communications manager Jessica Han added to her family with the birth of a beautiful baby boy. After being with IAVE for a decade, Jessica decided to give her full attention to her family. IAVE's communications and marketing work was carried forward by Gal Potashnick until November, when Lowell Brown was hired in the role. In December, Lowell and Gal launched a new IAVE website designed by Jessica.



Big thanks to Jessica Han who served as IAVE's communications and marketing manager for 10 years!

BY THE NUMBERS



International
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Members

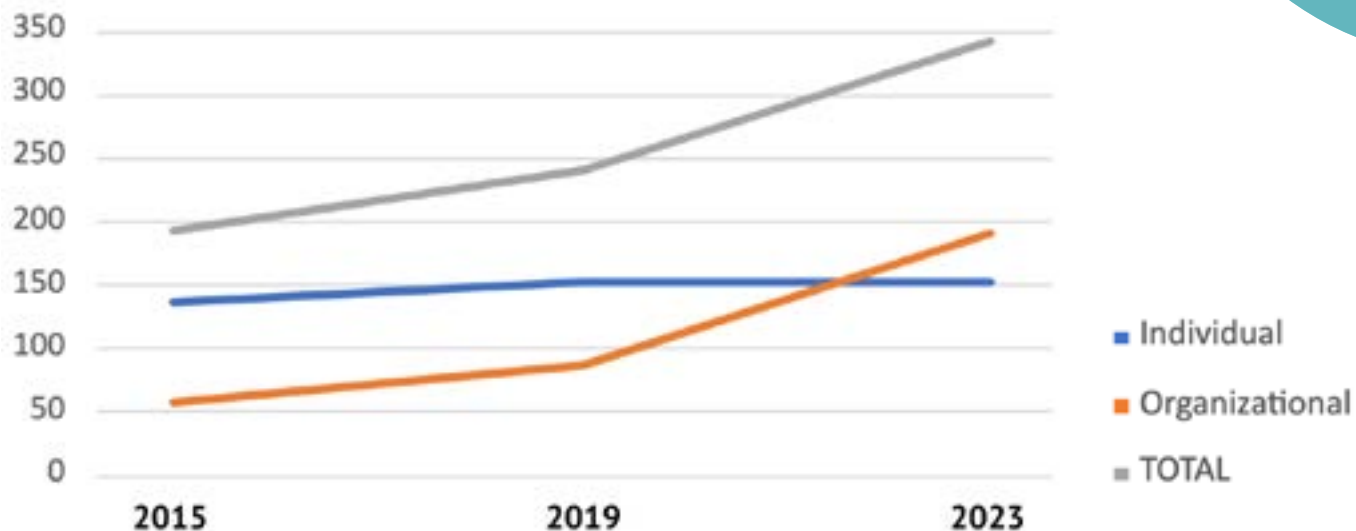
Right: Number of IAVE members, 2023.

Below: Change in number of IAVE individual and organizational members 2015-2023.

We warmly encourage each participant in the Global Network of Volunteer Leadership to become an organizational member of IAVE. However, we value the diverse contributions of an inclusive network, and do not charge to be part of GNVL.

190
ORGANIZATIONAL
MEMBERS

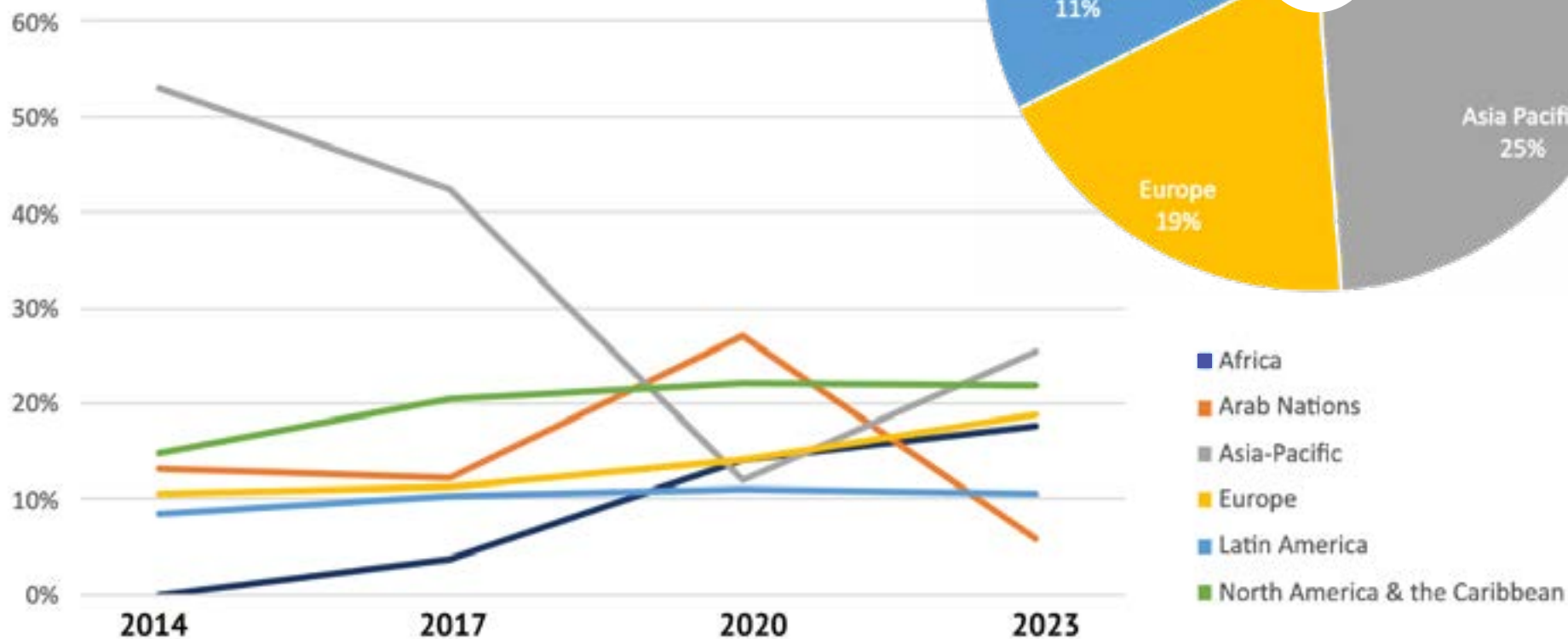
190
GLOBAL NETWORK
OF VOLUNTEERING
LEADERSHIP



152
INDIVIDUAL
MEMBERS

Members by Region

Right: Percent of IAVE members by region, 2023.
Below: Change in percent of IAVE members from each region, 2014-2023

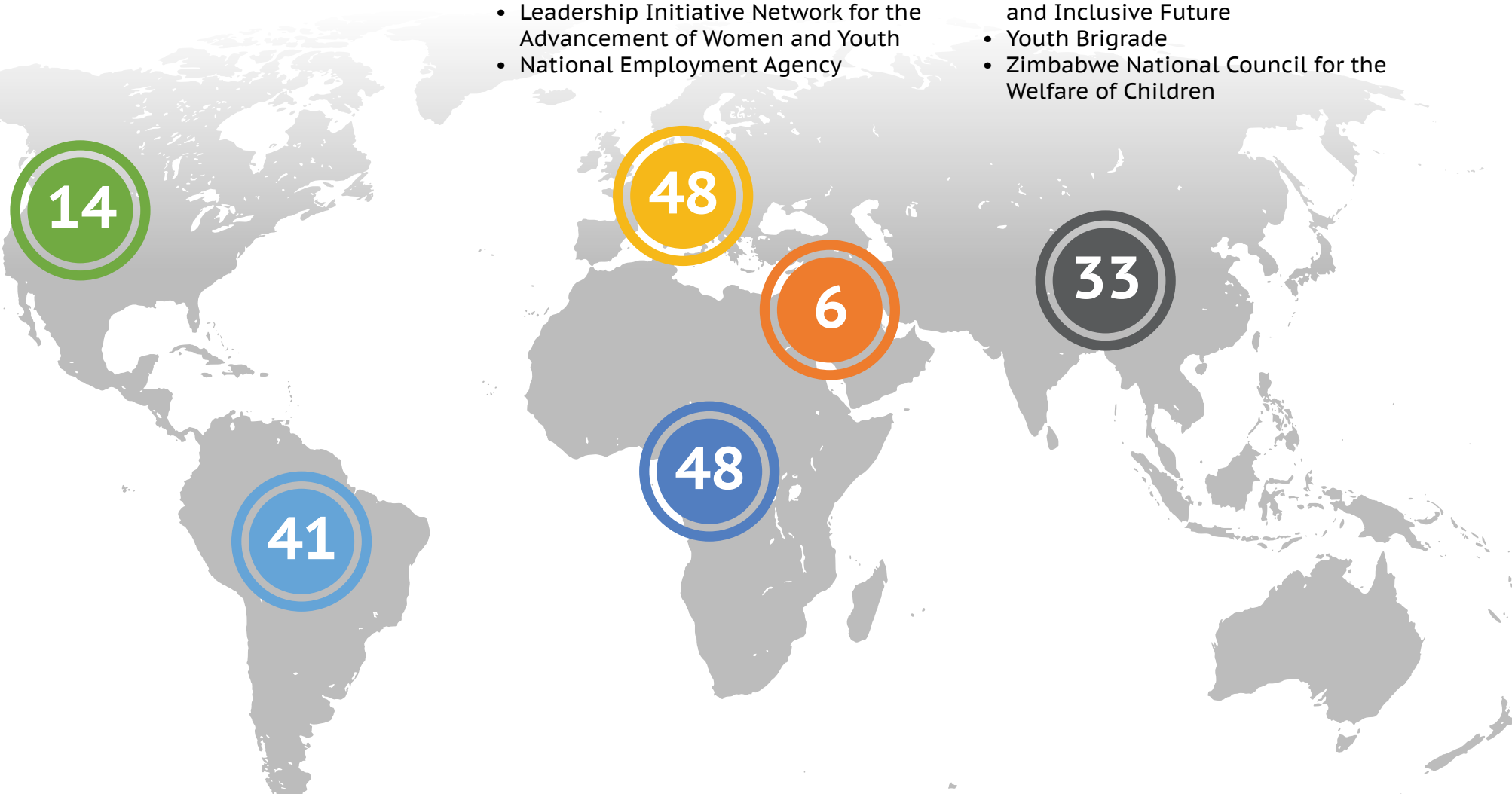


GNVL Members

Global Network for Volunteering Leadership is a peer-to-peer network that allows engaged volunteering organizations around the world to share insights and forge global partnerships. We welcomed 18 new members in 2023.

- Action pour le progrès
- Asociación de ONGs POJOAJU
- Be Healthy Organization
- Denis Miki Foundation
- Federacion de Entidades Vecinalistas del Paraguay
- Fundación Jóvenes por una América Solidaria
- Leadership Initiative Network for the Advancement of Women and Youth
- National Employment Agency

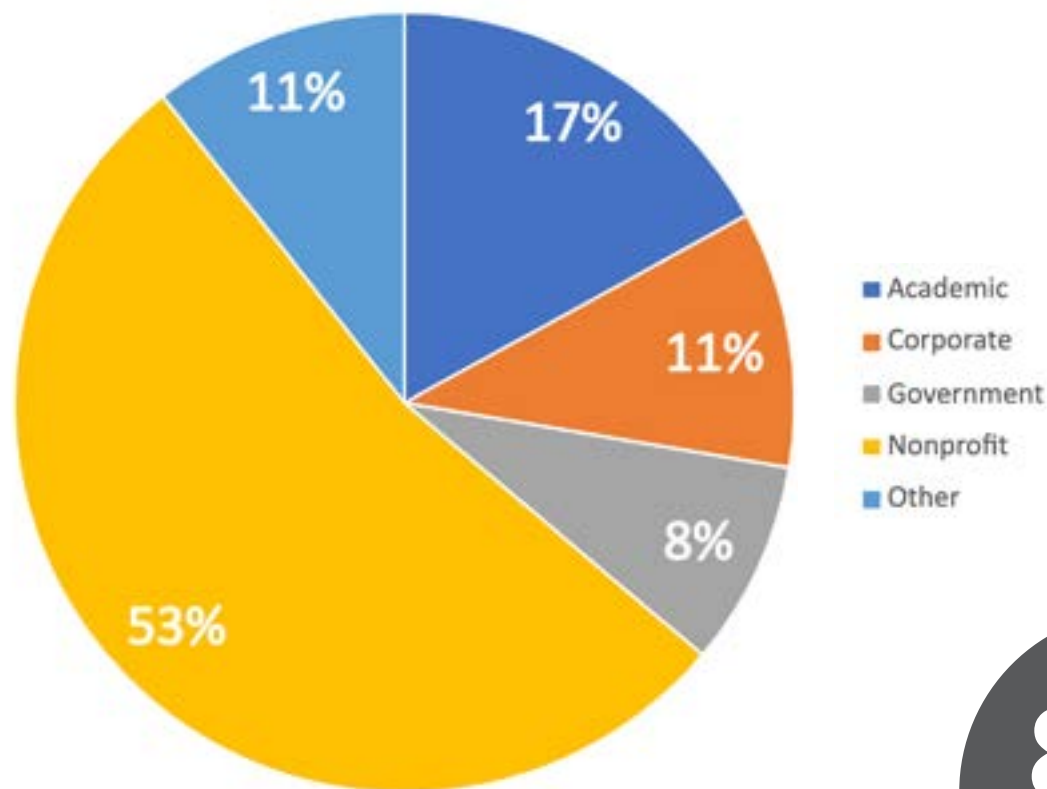
- National Youth Engagement Network
- REACCD / Bobo Bénévolat
- Red Ecuatoriana de Voluntariado
- Serve Global
- VIONet Zimbabwe
- Voluntarios de Panama
- Volunteers Federation
- Young Advocates for a Sustainable and Inclusive Future
- Youth Brigade
- Zimbabwe National Council for the Welfare of Children



Event Attendees

IAVE events draw a wide cross-section of people in terms of sector representation as well as regional diversity. The pie chart at right shows a typical spread from the Volunteering for the Common Good webinar series (page 19), held September to November 2023.

In 2023, IAVE hosted 15 webinars and two in-person events, drawing 873 participants from 121 countries.



17
EVENTS

121
COUNTRIES

873
PARTICIPANTS



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facebook.com/iaveofficial



instagram.com/iaveofficial



linkedin.com/company/iave



youtube.com/@IAVEofficial