

**Photo:** Attendees at the 26th IAVE World Volunteer Conference in Abu Dhabi, UAE.



International  
Association for  
Volunteer Effort

# OUR IMPACT

2022 IAVE IMPACT REPORT





World  
Volunteer  
Conference  
ABU DHABI 2022



International  
Association for  
Volunteer  
Effort  
الإمارة للإسراءات  
EMIRATES FOUNDATION

World  
Volunteer  
Conference  
ABU DHABI 2022

المؤتمر  
العالمي  
للتطوع  
أبوظبي 2022



International  
Association for  
Volunteer  
Effort  
الإمارة للإسراءات  
EMIRATES FOUNDATION

الإمارة للإسراءات  
EMIRATES FOUNDATION

Advancing our  
**Mission** →



## CONVENING

“Creating the moment and stimulating dialogue”. IAVE brings together diverse groups of leaders of volunteering in settings that encourage discussion, reflection and learning. Participants are invited to focus on specific issues challenging volunteering and on how to increase the impact of volunteering on the world’s most pressing problems.

### 2022 IAVE World Volunteer Conference

IAVE held its 26th World Volunteer Conference in partnership with the Emirates Foundation in Abu Dhabi from the 24 - 27 October. The conference theme was ‘Volunteering for the Common Good: Making life Better for People and Communities’. Post the pandemic this was an important global gathering not least because there had been four years since the 25th World Volunteer Conference in Augsburg in 2018. There were 815 participants and 94 countries represented. A global first for IAVE as this was the most countries involved in any World Volunteer Conference. From the start the event had an exciting energetic ‘buzz’ and the 110 speakers and moderators delivered a great program. Feedback from participants has been extremely positive highlighting the diversity and networking, the information sharing and learning.



Photos above: Participants at the 26th IAVE World Volunteer Conference in Abu Dhabi.



# Conference Evaluation Summary

 **815**  
attendees

 **94**  
countries



**95%**

of respondents to the conference evaluation indicated that their overall experience was **very satisfactory** or **satisfactory**.

## *Diversity*

**97%**

of respondents indicated that the diversity of attendees was Excellent or Good.

## *Networking*

**95%**

of respondents indicated that the networking opportunity was Excellent or Good.

## *Learning*

**85%**

of respondents indicated that they gained information that will be helpful to them in their work.



## GNVL Summit II

IAVE held its second Global Network for Volunteer Leadership (GNVL) Summit in Abu Dhabi, preceding the World Volunteer Conference. Attended by participants from 87 countries, the event was an important gathering place to recognize and re-affirm the value of volunteer leadership organizations.

Members worked globally, and in regions to layout the pillars of the Network and the priorities for the year ahead.

The event also saw a special half-day joining convening between the GNVL and the Global Corporate Volunteer Council (GCVC) to discuss recent finding on the role of volunteering to build youth employability and to map out a way forward for collective impact.

**Top right photo:** Regional workshop session at GNVL Summit.

**Bottom right photo:** Global Network for Volunteer Leadership members at GNVL Summit.





### GCVC In-Person Meetings

GCVC Members met in October just prior to the IAVE World Volunteer Conference in Abu Dhabi. It was, aside from a September 2022 meeting in New York City, the group's first in-person meeting since November 2019. Twenty members participated in the two-day meeting representing 12 different companies and 10 different countries.

The meeting included presentations by Estelle Roth and Katie Fitzpatrick of Novartis on the art of partnering with NGOs to execute corporate volunteer programs. Olga Hernandez of Accenture and Benedetta di Falletti of Voluntare talked about their experiences with cross-company collaboration. The group took full advantage of their location in the Middle East to learn about the unique aspects of volunteering in the region. Dr. Tania Haddad, Professor, American University of Beirut, moderated a discussion on the topic with panelists Mereym Zouheir of Dell Technologies, Caroline Kiunga of UPS, and Begoña Águeda C. de Albornoz of Accenture.

A highlight of GCVC meetings is the roundtable discussion, where members have the chance to question each other about

their strategies, programs, innovations and challenges. Members generously shared their inspiring practices and even continued for a third day of togetherness and sharing when several traveled to Dubai at the conclusion of the World Volunteer Conference and were hosted by Begona and her Accenture team for a guided tour of the city.

Several GCVC Members shared their expertise in panels at the World Volunteer Conference.

Dr. Haddad, Gauri Rajadhyaksha of Tata Group, Stephanie Franco of TELUS, and Andronica Mabuya of Discovery Ltd. participated in a kick off plenary session discussing the key findings of the IAVE's *Corporate Volunteering for a Post-Pandemic World* research.

The conference session on Skills-Based Volunteering featured Eva Halper of Credit Suisse, Jamila Cowan of Dell Technologies and Mark Moravits of Viasat. Estelle Roth and Caroline Kiunga shared their expertise in an impact measurement session, and Cathy Scott representing UPS and Begona Barbera Garcia of Iberdrola joined Colin Rogers of Plan International in a session on disaster response.



**Top photo:** Global Corporate Volunteer Council (GCVC) members at the pre-conference meeting in Abu Dhabi.

**Bottom photo:** GCVC Members at the 26th IAVE World Volunteer Conference.





### Mexico Regional Conference with Good Deeds Day

In partnership with Good Deeds Day, IAVE co-hosted a convening in Mexico City in September. The event, themed Leaders of Volunteering to Construct New Realities where 60 attendees gathered, including members of Global Network for Volunteer Leaders in Peru, Panama, Chile and Dominican Republic.



**Photos left:** Participants at the Mexico Regional Conference, co-hosted with Good Deeds Day.

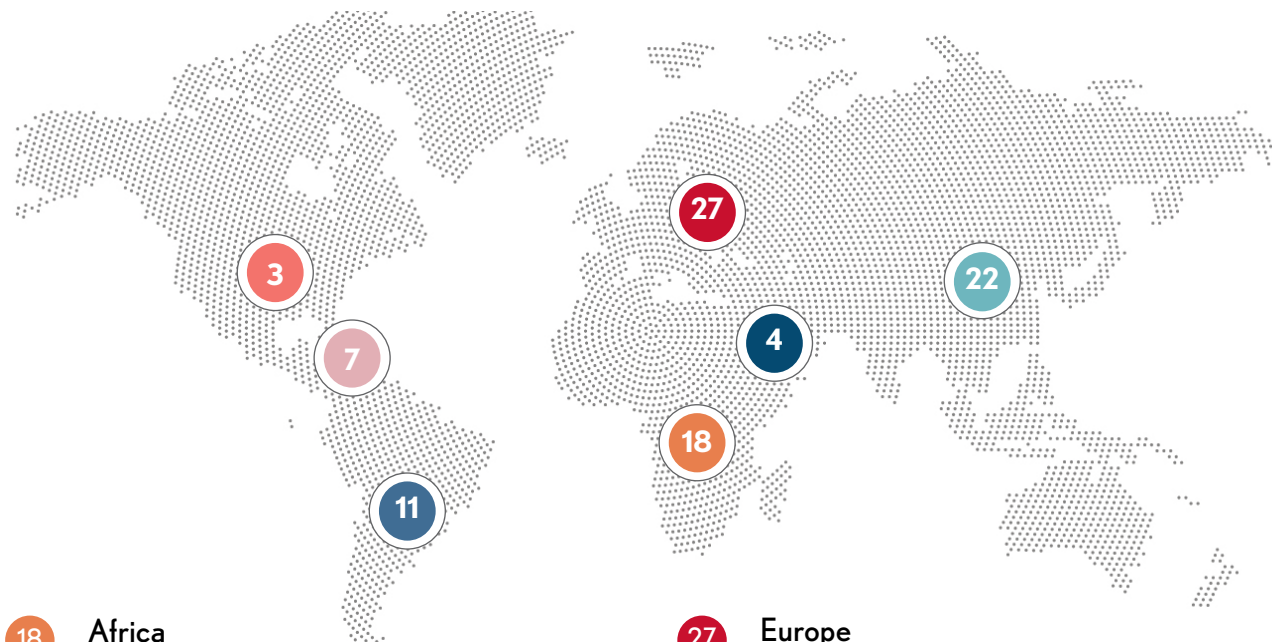


# LEADERSHIP DEVELOPMENT

IAVE creates spaces which affirm and grow a global culture of volunteering, giving recognition to the importance of volunteers enhancing social cohesion. We accomplish this through supportive networks such as our Global Corporate Volunteer Council (GCVC) and our Global Network of Volunteering Leadership (GNVL) and through global convenings such as our biennial World Volunteer Conference.

## Global Network of Volunteering Leadership

In 2020, IAVE launched the first-of-its kind Global Network of Volunteering Leadership (GNVL). Since then, the network has grown to include 98 organizations from 81 countries, across Africa, Arab Nations, Asia-Pacific, the Caribbean, Europe, Latin America and North America.



18

### Africa

Democratic Republic of Congo, Ghana (2), Kenya, Malawi, Mauritius, Mozambique, Niger, Rwanda, Sierra Leone, Togo (3), Uganda, Zimbabwe (3), Algeria

4

### Arab Nations

Jordan, Lebanon, Morocco, United Arab Emirates

22

### Asia-Pacific

Afghanistan, Australia, Chinese Taipei, Hong Kong/China, India, Indonesia, Japan, Macau/China, Malaysia, Mongolia, Nepal (2), New Zealand, Pakistan (2), Philippines (3), Singapore, South Korea, Thailand, Vietnam

7

### The Caribbean

Dominica, Haiti, Jamaica, Saint Lucia, St. Kitts and Nevis, Suriname, Trinidad & Tobago

27

### Europe

Bulgaria, Croatia, Denmark, Estonia, England, FSU, Georgia, Germany (2), Ireland, Israel (2), Italy, Moldova, Montenegro, Netherlands, Northern Ireland, Portugal (3), Russia (2), Scotland, Slovakia, Spain, Ukraine, Wales

17

### Latin America

Argentina, Bolivia, Brazil, Chile (2), Costa Rica, Colombia, Dominican Republic, Ecuador, Mexico, Nicaragua, Panama, Peru (3), Uruguay, Venezuela

3

### North America

Canada, Guyana, United States of America



### Capacity Building Workshop for Ghana GNVL

A workshop was conducted by IAVE's Africa GNVL Coordinator Sam Turay to collectively identify impactful engagement strategies for the Coalition of Volunteers Organization's Ghana. The workshop brought together more than 35 volunteers' leaders, the founder and previous leadership from across Ghana on a two days' workshop on the 8th to 9th September 2022 at the YMCA hall in Accra, Ghana.

### 2022 Leadership Mentoring Program

IAVE launched its second cohort of our Leadership Mentoring Program to support leaders of volunteering to develop more effectively. The Mentor program is a resource for members of GNVL to build confidence and support individuals in their work and professional development. Through it, 5 mentor/mentee pairs were matched for a mutual mentoring process, where mentors also gain new skills and knowledge, building strong relationships with colleagues of the volunteering field globally.

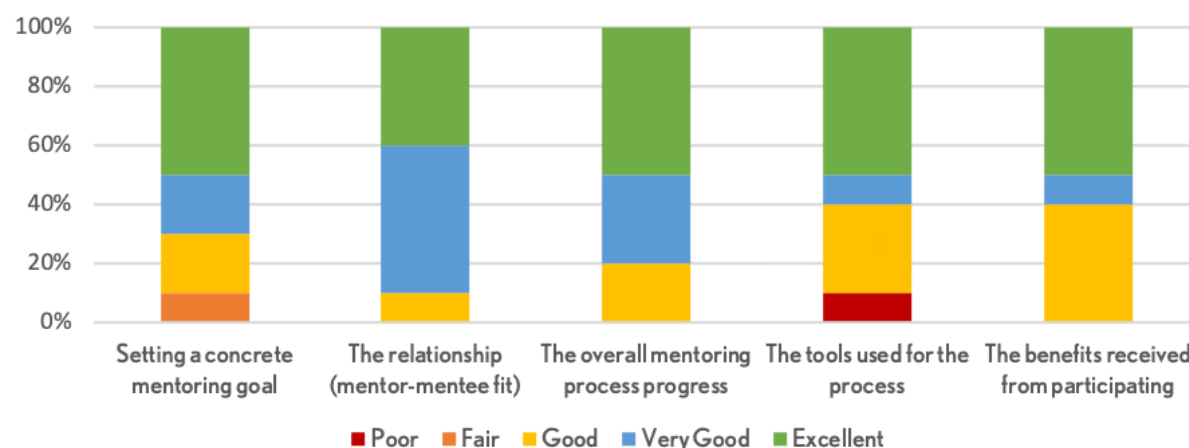
Mentees	Mentors
1. <b>Alexandra Infante Perales</b> (GNVL Member) President, Perú Voluntario	1. <b>Marta Santos</b> (GCVC Member) Head of Volunteering Program, EDP - Energias de Portugal, S.A.
2. <b>Justine St Croix</b> (GNVL Member) Consultant, Volunteer Saint Lucia	2. <b>Mahendranath Busgopaul</b> (GNVL Member) Secretary-General, Halley Movement Coalition, Mauritius
3. <b>Carter T. Ng</b> (GNVL Member) Service Head, Agency for Volunteer Service (AVS), Hong Kong/China	3. <b>Denise Hayward</b> (GNVL Member) Chief Executive, Volunteer Now, Northern Ireland
4. <b>Fatmata Mansaray</b> (GNVL Member) National Volunteer, Gender & Inclusive Volunteering, Volunteers Involving Organisations' Network (VIONet), Sierra Leone	4. <b>Silvia Landers</b> (GNVL Member) Founder/President, Centro Boliviano de Filantropia (CEBOFIL) National Volunteer Center, Bolivia
5. <b>Lily Bright Tetteh</b> (GNVL Member) President, Coalition Of Volunteering Organizations Ghana (COVOG)	5. <b>Debbie Huang</b> (GNVL Member) Secretary General, Volunteering Taiwan



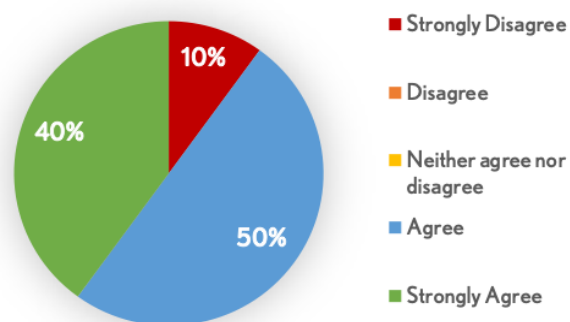
## Post-Program Evaluation Survey Results

Mentors and mentees were asked to complete a post-program evaluation survey to rate their experience. Below is the summary of the survey results.

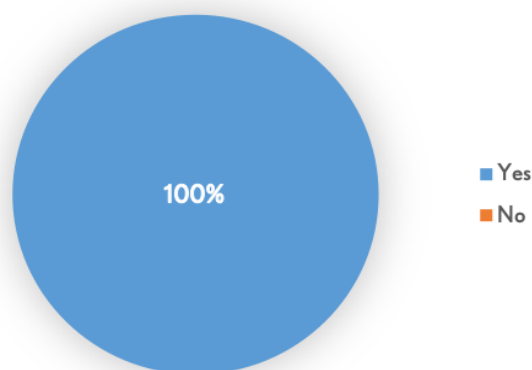
How would you qualify the progress made in each of the following aspects during your participation in the program?



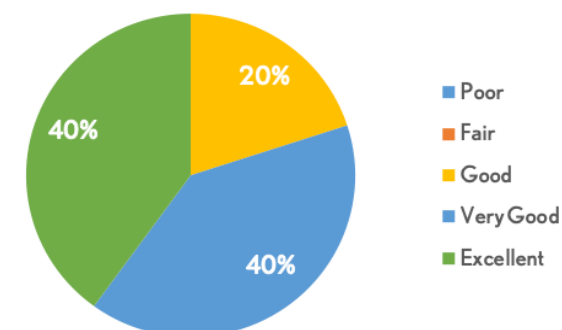
Do you consider that these types of activities help develop strategic skills and practical knowledge for GNVL members?



Would you recommend this experience to other mentors and mentees?



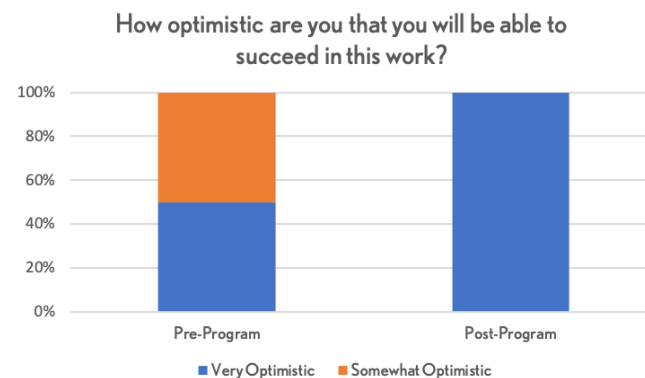
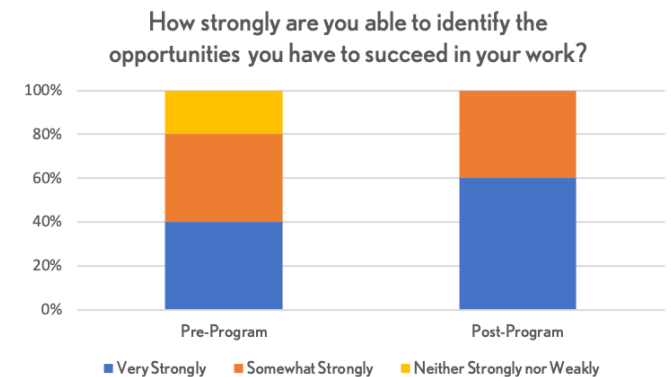
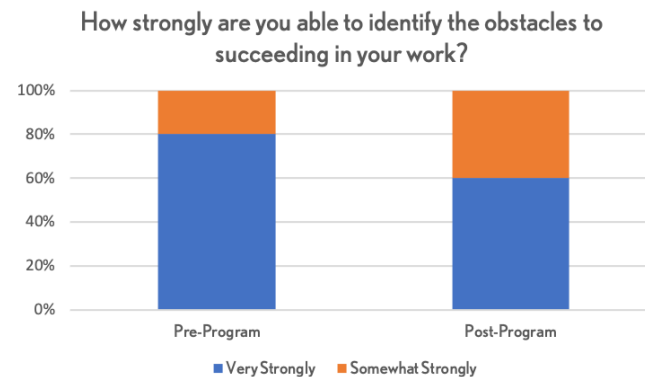
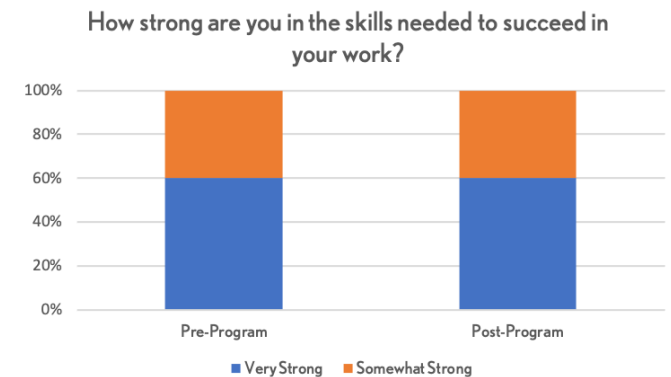
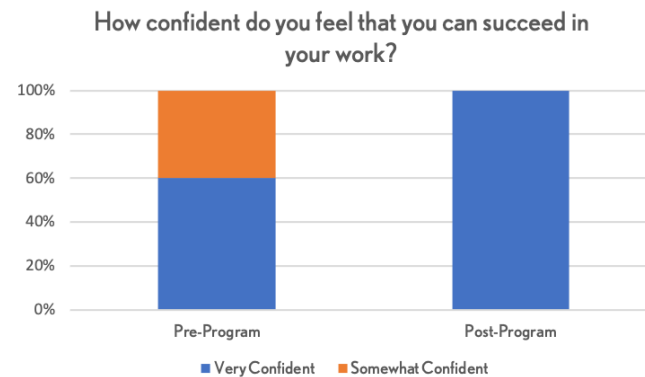
Taking all of the above into account, how would rate your overall experience in the GNVL Mentoring Program?





## Mentee Baseline Survey

Mentees were asked to complete a baseline survey, prior to and after their participation in the mentoring program. The survey allowed us to assess the impact of the mentorship on the mentees' confidence, optimism and skillsets. The data on the right illustrates the pre- and post-program survey results.





### GNVL Accelerator Fund

The GNVL Accelerator Fund – conducted in partnership this year with Good Deeds Day, allows members to improve and scale innovative programs and models.

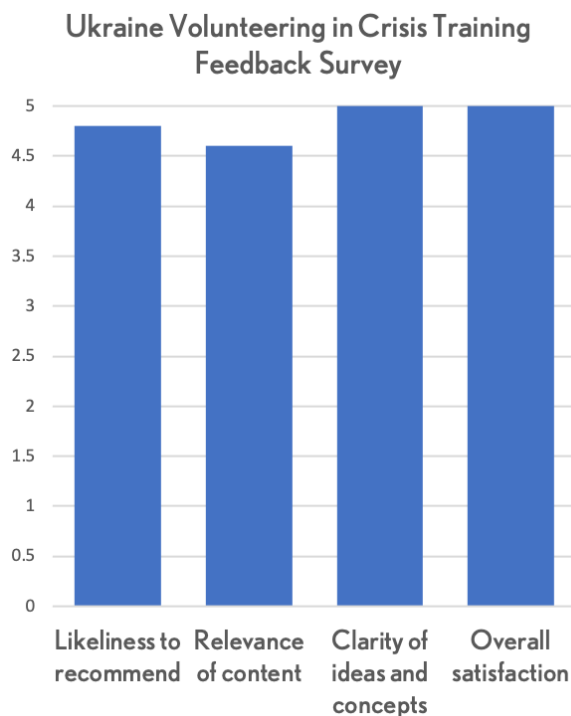
Two of this year's recipients were located in Africa.

Kuule Yona, Executive Director, YES Empowerment Services was awarded a grant to help organize youth volunteering to support employability among vulnerable populations in Uganda.

Deedar Guerra, President of CNV was also granted an accelerator fund to create a National Volunteering Program Framework working with the Ministry of Youth and Sport.

**Photos right:** YES Empowerment Services conducted a 4-day soapmaking training to 50 volunteers from across 4 districts. The plan is to train more volunteers in soapmaking. The goal is to provide young people the opportunity to establish their own soap production enterprises, improve household income and increase employability among youth volunteers.





**Photo top:** Liora Arnon (Israeli Volunteering Council) conducting a session for the Volunteering in Crisis Training.  
**Chart bottom:** The participating volunteer managers were asked to complete a feedback survey on the training course.

## Partnership with African Union for the Volunteer Linkage Platform

Our partnership with the African Union has expanded to include joint work on AU's [Volunteer Linkage Platform](#). The Volunteer Linkage Platform (VLP) creates a space for information exchange and data generation that can be leveraged to improve volunteerism in Africa. The Platform provides volunteer organizations, including national volunteer agencies, with the possibilities to showcase their programs and volunteering efforts (by country, sector, hours of volunteering, etc.). 10 GNVL members received a small stipend and training enabling them to input country-wide volunteer data into the platform. IAVE designed the survey, and mobilized our Network to participate.

## Ukraine Volunteering in Crisis Training

Directly following the Russian invasion of Ukraine, IAVE mobilized its GNVL in Europe to organize training to volunteer centers in managing the intake of refugees. GNVL members from Ireland, Germany, Israel and Portugal joined in to create a 5-part curriculum which was delivered virtually beginning in early May. In total, 32 volunteer managers from Ukraine, Moldova and Poland participated in this training course.

This is a strong proof of concept for the GNVL and the model of a Network that forms a community to provide its members with resources and support in times of need.

## Youth Employability Paper and Dialogues

As part of its current strategic plan IAVE had included work on youth volunteering and employability with a particular focus on exploring the role of the corporate sector. This work commenced in 2022 with IAVE commissioning Dr. Chris Millora to write a Challenge Paper to scope the issue using the evidence from existing research and literature on the topic. This information was used to inform the discussion at a series of dialogues with invited participants from the GCVC, Clave and GNVL networks. Dialogues included 3 webinars covering North America and the Caribbean; Asia Pacific; Africa; Europe and the Arab Region; and 1 face to face meeting in Mexico City for Latin America. A global dialogue was held as a pre meeting of the IAVE World Volunteer Conference in Abu Dhabi. Participants from some 100 organizations across 75 countries were involved in the dialogues. The information from the dialogues informed a final 'Insights Paper' completed in December which will be published by IAVE in March 2023. The 'Insights Paper' will inform IAVE's future development of this work.



# KNOWLEDGE CREATION AND SHARING

IAVE advances volunteering's global practice, efficacy, representation, and influence by generating an evidence base around effective volunteering at the individual, organizational and societal level. We connect and convene people together to share experience, expertise, and ideas. We are recognized as sector thought leaders and generously share our data and evidence broadly.

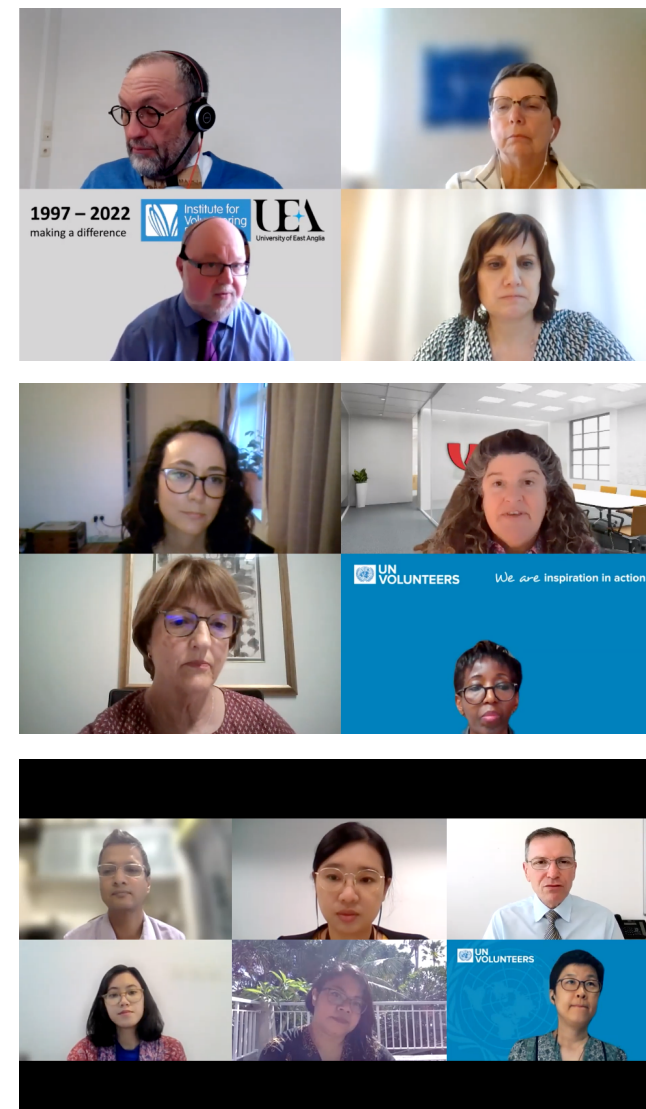
## Let's Talk Volunteering Webinar Series

From January to April 2022, IAVE hosted a 3-part webinar series titled "Let's Talk Volunteering". Each session explored future volunteering issues and trends, focused on findings from recent global and regional research reports.

The first session in the series explored global trends in volunteering, bringing together 3 key global research that has been published in 2021 - IAVE's *Leadership for Volunteering: the COVID-19 Experience*; Forum's *COVID-19 and the Future of Volunteering for Development*; and UNV's *State of the World's Volunteerism Report 2022: Building Equal and Inclusive Societies*. IAVE also commissioned an academic Dr Alice Chadwick El-Ali to consider the three pieces of research and provide a paper on the synergies and emerging trends. This paper has been widely commented on as very useful in building both knowledge and our understanding of what global volunteering research is indicating for the future.

The widespread interest in the first session led to the organization of two more Let's Talk Volunteering sessions looking at recent research from Asia Pacific and Europe.

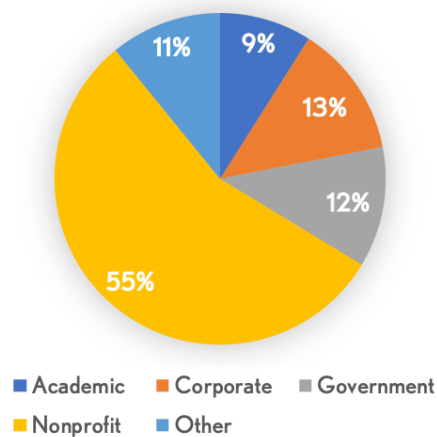
**Photos right:** Presenters of the "Let's Talk Volunteering: Exploring Future Issues and Trends" webinar series.



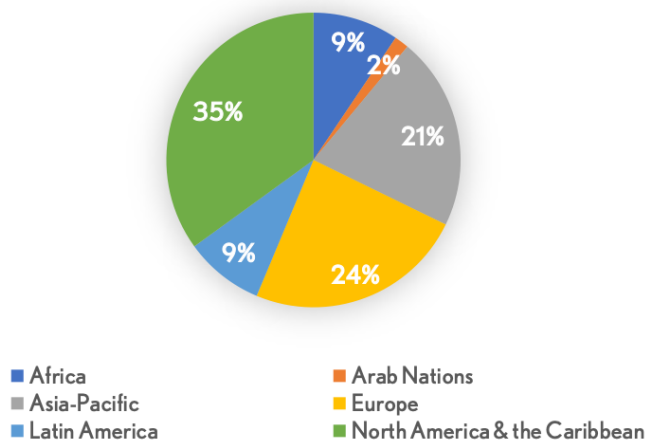
# Let's Talk Volunteering: Series Analytics and Feedback Survey Results

Session Title	Registrants	Countries Represented
1. Let's Talk Volunteering: Exploring Future Issues and Trends Globally	1255	121
2. Let's Talk Volunteering: Exploring Future Issues and Trends Focused on Research from Asia-Pacific	292	70
3. Let's Talk Volunteering: Exploring Future Issues and Trends Focused on Research from Europe	329	82

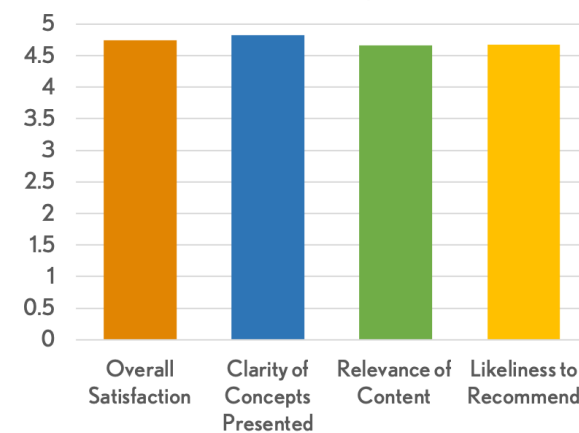
Attendee Breakdown by Sector



Attendee Breakdown by Region



Feedback Survey Results





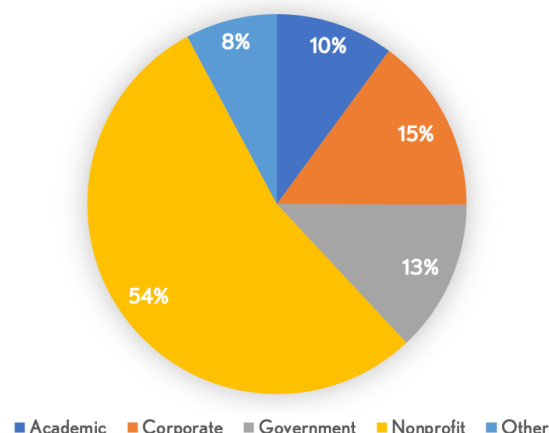
### Leadership for Volunteering Webinar Series

From May to September 2022, IAVE hosted a webinar series “Leadership for Volunteering: Reflecting on the COVID-19 Experience”. The 3-part series focused on the Briefing Papers from the IAVE research *Leadership for Volunteering: the COVID-19 Response*. The topics covered were Volunteering and Disaster Preparedness, Partnership and Collaboration for Volunteering and Creating an Enabling Environment for Volunteering.

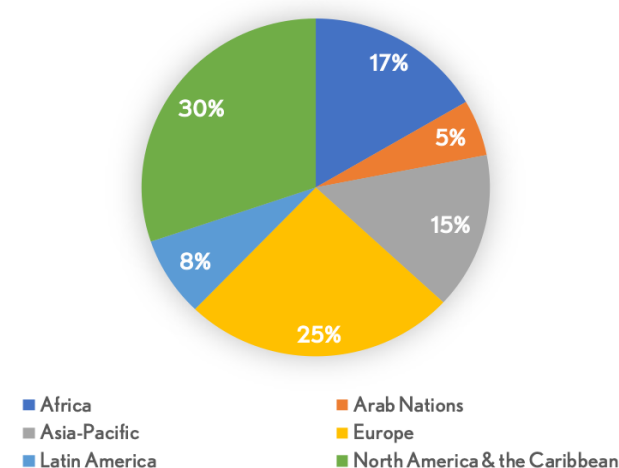
## Leadership for Volunteering: Series Analytics and Feedback Survey Results

Session Title	Registrants	Countries Represented
1. Volunteering and Disaster Preparedness	452	92
2. Partnership and Collaboration for Volunteering	591	100
3. Creating an Enabling Environment for Volunteering	433	88

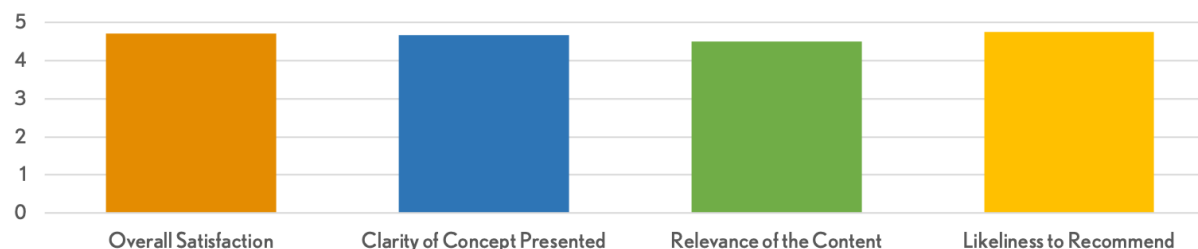
Attendee Breakdown by Sector



Attendee Breakdown by Region



Feedback Survey Result



## Corporate Volunteering for a Post-Pandemic World Research Report

On June 15th IAVE released a significant piece of research on corporate volunteering, Corporate Volunteering for a Post-Pandemic World. The research was the product of 2 ½ years of work by a dedicated team of twelve: Co-authors Lorrie Foster, Kenn Allen and Monika Krol, and Research Consultants: Sachal Aneja (APAC); Benedetta Falletti (Europe); HOZON (China); Tania Haddad (MENA); Do young Kim (Korea); Irina Krasnopolskaya (Russia); Iraida Manzanilla (Latin America); Jacob Mati (Africa), and Sarah Middleton (North America).

The research resulted from over 200 conversations including lengthy interviews with representatives of 80 companies headquartered in 32 different countries representing each region of the world. NGO leaders, academics, consultants and national and regional volunteer leaders were consulted. Seven CEOs/C-Suite executives also gave extensive interviews.

The research is a significant update to IAVE's 2012 report, Global Companies Volunteering Globally. Because the interviews and research took place during the global COVID-19 pandemic, it was a unique opportunity to observe the field in transition. The research

is available to download by chapter and in full from [IAVE's website](https://www.iave.org/).

The research project was possible because of support from dedicated sponsors: UPS, Fundacion Telefonica, BD, Laudes Foundation, The Walt Disney Company, CEMEX, Iberdrola, Marriott International, Merck, State Street, S&P Global, and The Philadelphia Foundation.

Key findings of the research were shared in the launch webinar on June 15, 2022, in subsequent IAVE webinars such as the one in November 2022 on skills-based volunteering, and in webinars for other organizations such as Volunteer Canada, Volunteering Western Australia, and The Conference Board. The opening plenary of the World Volunteer Conference featured a discussion of the key findings. Tailored presentations and discussion sessions have been done, by request, for individual GCVC Members and their global staffs.

The Executive Summary of the report is available in Spanish, and will soon be available in Korean. The full report was translated by HOZON China and released via webinar on International Volunteer Day 2022, to an audience of 5,000. The Chinese version is also available on the IAVE website.





## Transforming Disruption to Impact

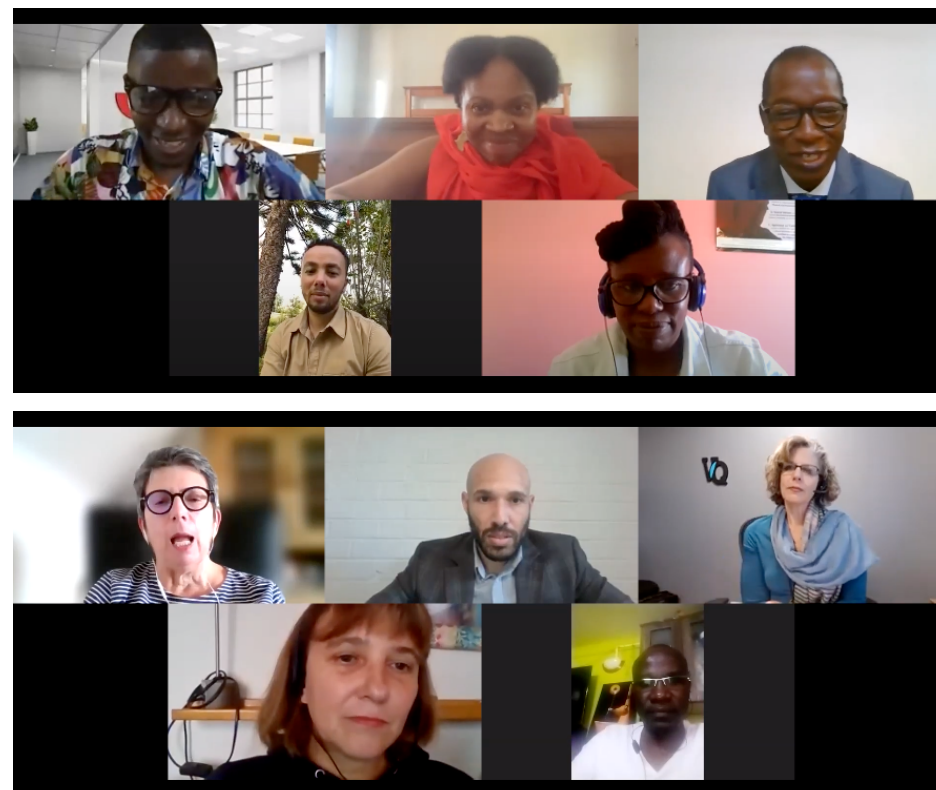
In 2022 a new book on volunteering was published with IAVE contributing one of the chapters. The book is entitled *Transforming Disruption to Impact: Rethinking Volunteering for a Rapidly Changing World*. The IAVE chapter highlights the global experience of volunteering during the COVID-19 pandemic, referencing practice examples from GNVL member organizations.

IAVE held a webinar in November in partnership with the co-authors of the book, Beth Steinhorn and Jerome Tennille, to highlight the strategic issues outlined in the publication such as the challenges posed for volunteer involvement and shifts in practice. The webinar garnered 491 registrants from across 85 countries.

## Decolonizing & Repositioning Volunteering for Development in Africa

In celebration of International Volunteer Day 2022, IAVE kicked off its webinar series on Decolonizing and Repositioning Volunteering. The first session focused on volunteering and development in Africa.

The webinar explored what the Global North can do to center Southern expertise and re-imagine the connection between volunteering and development to deliver transformational change. Four enablers to support the locally owned development of volunteering were examined, including: 1) shifting decision-making at all stages to Southern organizations and stakeholders; 2) South-South collaboration, knowledge sharing and exchange; 3) harnessing of technologies and capacities for conducting research in the South; and 4) supporting Southern investment in volunteering from government and the private sector. The webinar attracted 470 registrants from 84 countries.



**Photo top:** From left to right: Samuel Turay (IAVE, Sierra Leone), Dikeledi A. Mokoena (AfroUsawa, South Africa), Dr. Robert Toé (International Consultant and Senior Expert in Volunteerism, Burkina Faso) Daniel Adugna (African Union, Ethiopia) and Mary Mlambo (Lungelo Youth Development, South Africa) – panelists for the Decolonizing & Repositioning Volunteering for Development in Africa webinar.

**Photo bottom:** From left to right: Wendy Osborne (IAVE), Jerome Tennille, (The Uplift Agency), Beth Steinhorn (VQ Volunteer Strategies), Ksenija Fonovic (CSV Lazio), Fredrick Sadia (VIOsociety) – panelists for the Transforming Disruption to Impact webinar.

## Speaking Engagements

Throughout the year, the IAVE staff and Board of Directors have actively participated in various speaking engagements hosted by organizations and companies around the world. These events include webinars, forums and conferences, attended by hundreds of participants.

In 2022, we have participated in 15 events across Asia-Pacific, North America, the Caribbean, Europe and Latin America. Engaging in external events has allowed IAVE to better share our expertise with the global community, broaden our reach and strengthen our relationship with partner organizations.

2022 Speaking Engagements	Organizer
National Youth Volunteerism Summit	India @ 75 Foundation
2022 ECOSOC Partnership Forum Side Event	Volunteer Groups Alliance
The Conference Board - Global Corporate Volunteering Trends	The Conference Board
Conference on Volunteerism	Council of Voluntary Social Services
Women Leaders and Their Contributions to the SDGs	Voluntariado Unimagdalena
76th Annual VA Voluntary Service National Advisory Committee Meeting	U.S. Department of Veterans Affairs
Volunteer Expo Live	Birmingham Voluntary Service Council
Points of Light Conference - Transforming Disruption to Impact	Points of Light
The Conference Board - Global Corporate Volunteering Trends	Volunteer Canada
Corporate Volunteering for a Post-Pandemic World for Viasat	Viasat
Corporate Volunteering for a Post-Pandemic World for VWA	Volunteering Western Australia
Corporate Volunteering for a Post-Pandemic World for Accenture	Accenture
Korea Volunteer Center Conference	Korea Volunteer Center
Daegu Volunteer Forum	Daegu Volunteer Center
Corporate Volunteering for a Post Pandemic World Forum	Volunteering Culture Korea & CSR Forum

**Photo left:** IAVE Executive Director, Nichole Cirillo, with the team at Korea Volunteer Center.

**Photo bottom:** Nichole presenting at the Daegu Volunteer Forum, hosted by the Daegu Volunteer Center.



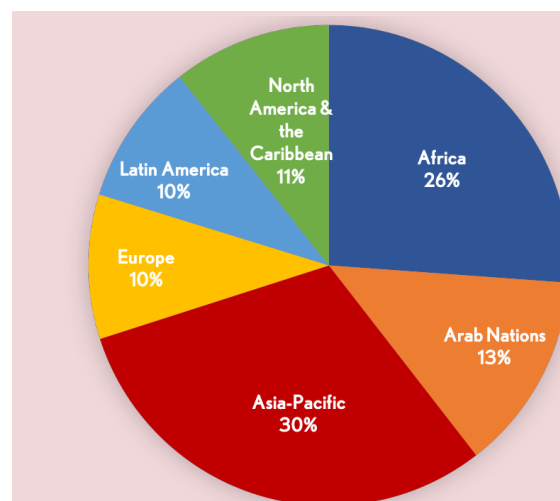


## GROWING OUR MEMBERSHIP AND FRIENDS

As a network organization, IAVE is strongly committed to bringing value to our members and Global Friends. This year, we continued our efforts to engage with our members through our monthly members newsletter featuring updates, thought leadership pieces and news from the global community. We also hosted several members meetings, both virtually and in-person at the 26th IAVE World Volunteer Conference in Abu Dhabi. Members were also given priority consideration to showcase their expertise as contributors to our thought leadership projects and as speakers at our global conference.



in



**167**  
COUNTRIES

DIVERSE GLOBAL  
REPRESENTATION IN  
**ALL REGION**

## ● HEALTHY GOVERNANCE

The Board of Directors led a process to revise IAVE's bylaws which had not been updated since 2012. Important changes included putting in place a board-appointed chair, and also increasing the board to at maximum of 15 members. A complete list of updates can be found [here](#).

### IAVE BOARD OF DIRECTORS

#### Board Chair

RUTH LEWIN (South Africa)  
*Head of Corporate Responsibility, Discovery*

#### Vice Chair & North America Regional Representative

MATTHEW CLAUSEN (United States)  
*Public Private Partnership Specialist, Inter-American Foundation*

#### Treasurer, Chair of the Finance Committee & Europe Regional Representative

WOLFGANG KRELL (Germany)  
*Executive Director, Augsburg Volunteer Center*

#### Secretary & Arab Nations Regional Representative

MOHAMED AL HOSANI (United Arab Emirates)  
*Director, Leadership and Empowerment, Emirates Foundation*

#### Youth Representative

YVETTE TACKIE (Tanzania)  
*Management Support, DHL Global Forwarding*

#### Africa Regional Representative

ELIZABETH OKEZIE (Nigeria)  
*Lecturer, Nigeria Federal College of Education*

#### Asia-Pacific Regional Representative

NUNTINEE MALANON (Thailand)  
*Founding Member & Managing Director, Volunteer Spirit Network*

#### Latin America Regional Representative

CARMEN CHAVARRIA (Guatemala)  
*Co-Founder, Guatemala Volunteer Center*

#### Chair of the Fundraising Committee & Corporate Volunteering Representative

DIANE SOLINGER (United States)  
*Senior Change Management Practitioner, Google*

#### Board Members At-Large

DIANE MELLEY (United States)  
*Executive Director & Senior Advisor, Philadelphia Foundation*

KAREN BERGIN (United States)  
*Sr. Director, Employee Engagement, Microsoft Philanthropies*

CATHY SCOTT (United States)  
*Vice President, Social Impact, The UPS Foundation*

CARLOS PALACIOS (United States)  
*Lead, Global Volunteer Program, Telefónica Foundation*





International Association for Volunteer Effort

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