

# 2021-2022

## ANNUAL REPORT

INTERNATIONAL CULTURAL YOUTH EXCHANGE



ICYE

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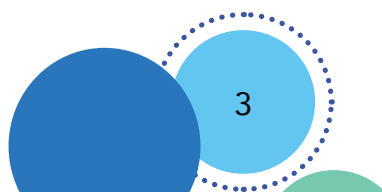
# ICYE's First Global ANNUAL REPORT

We are very proud to present our first annual report for the ICYE Federation. COVID 19 disrupted our work on many levels but it also reminded us of the role international volunteering can play to promote intercultural understanding, peace and social justice.

In our programme year 2021 - 2022, the ICYE Federation continued to feel the impact of the COVID 19 pandemic on international volunteering but with the lifting of many travel restrictions, volunteer numbers have begun to increase again.

In May 2022, the Federation was able to hold its XXXII General Assembly that had been postponed for six months due to the COVID 19 pandemic. Among other initiatives, ICYE members adopted a revised vision and mission statement. This is one of the most important milestones achieved in the year under review as it gives the Federation the legitimacy to recast and re-engineer its strategic direction.

Despite the challenges, the impact of the pandemic also resulted in positive changes: it profoundly changed the way we all worked together – with a lot of the cooperation going online and exploring more environmentally sustainable ways of coming together. Many members engaged in local activities, strengthened team capacities and addressed structural changes to improve the quality of the work. They started to diversify their work profile and their funding sources, developing new offers like online language courses or intercultural training workshops for companies. Members cooperated more closely with each other to reach out to new donors and develop project proposals together, like the 'ISYEA' - a virtual exchange project in which seven of our member organisations in Asia participated. Virtual



volunteering in general became a viable alternative that enabled many young people during the pandemic to engage in projects all over the world.

In 2021-22, the ICYE Federation also approved three new policies and decided on a clear way forward for the strategic development of the Federation. The active participation of the ICYE Federation in the CCIVS network has resulted in the election of the ICYE Secretary General and two ICYE members to the CCIVS Executive Committee in November 2021. ICYE also entered into a three-year Memorandum of Agreement with [UNITED](#) to further underline its commitment to anti-racist work, and to promoting peace, diversity and global solidarity. We raised more funds from partners like UNESCO and set up a grant writing working group that meets regularly.

While the steep decline in volunteering numbers in both the previous programme year 2020-21 and this year 2021-22 were clearly pandemic related, problems of a more structural nature in IVS organisations have also come to light in these two previous years. These include on the one hand global developments like a backlash on human rights, social justice, diversity and peace, stricter visa regulations, closing of borders as well as ecological concerns. On the other hand, relationships between the global north and south are still very much influenced by power structures which has an impact on the mobility of volunteers. IVS organisations are also struggling to convey the benefits of international volunteering and intercultural learning. Engaging with excluded and disadvantaged youth remains a challenge. Operational changes to address new interests of young people (like digitalisation, customized programmes and environmental consciousness) are often too slow. The ICYE Federation is aware of these challenges and addresses many of them through its Sub Committee work, but also by engaging in programmes on inclusion, anti-racism, neo-colonialism and digitalisation.





*Meeting of ICYE's General Assembly in Berlin in May 2022*

# Our year 2021 - 2022



In the programme year 2021-22, the ICYE Federation further improved the quality of its programmatic work in promoting peace, social justice, solidarity and environmental sustainability.

**Three new policies** (see page [24-27](#)) were approved in which the ICYE Federation highlights its commitments to uphold a zero-tolerance policy against sexual violence, to safeguard children in all its projects and to promote environmental sustainability in its work and office culture.

Due to the pandemic, the **XXXII General Assembly** took place six months later than scheduled in May 2022 in Berlin, Germany with 54 participants. A new Board of Managers and GA presidency were elected out of the nominated candidates. Five Sub Committees were set up to implement the work plan for the next 1,5 years. VIVOL Peru was elected as new Associate Member and GIED Philippines became a Full Member with voting rights. The members also approved the Federation's **revised vision and mission statement**. Already in November 2021, SVI Belgium had been approved as a new Associate Member.

Two new editions of the ICYE Newsletter 'Intercultural Talk' were published in 2021-22. [Issue No. 54](#) asked "How are We Staying Connected" during the pandemic, and in [Issue No. 55](#) we discussed how to "Confront Racism in International Volunteering".



## OUR VISION

We envision a world of diverse, engaged individuals and communities who can contribute to social justice, solidarity, peace and environmental sustainability.



## OUR MISSION

To provide high quality and impactful intercultural learning experiences and opportunities, as well as capacity building, to all involved in our work, so that they can better contribute for a just, peaceful and sustainable world; especially supporting young people in building personal and professional competencies.

“

*I have learned a lot about work against gender based violence and other gender related issues. I have also learner practical skills such as the use of Excel and other office tools.*

*I rarely look at the clock on the wall now to see what time it is. I guess that's what happens when you grow to appreciate the moments that you have.*

*I have learnt to embrace  
my uniqueness and individuality.*

”

Quotes from the evaluation survey 21-22

ICYE  
BoM

# The ICYE International Board of Managers



**Ronald Mobisa Mose**

Kenya - Chairperson

“

*I am delighted to be part of the team that offers the ICYE Federation leadership and steers it on a growth trajectory.*

”



**Mariel Pinel**

Costa Rica - Treasurer

“

*I am highly motivated to contribute to the present and the future of the ICYE Federation.*

”





**Hester Kuijk  
Breitenmoser**

Switzerland - Member

“ *I am looking forward  
to playing an active role  
in strengthening the  
international ICYE network  
in terms of finances and  
partnerships.* ”



**Mariela Ortiz Suarez**

Argentina - Member

“ *I really believe in networking.  
ICYE has the potential to produce  
new ways of working and building  
capacity among its members. When  
we learn how to work together, the  
impact is greater.* ”

## Our New Associate and Full Members



**Rhenelyn Queen Dadulo**

GIED President

“ After five years of being an associate member in the ICYE Federation, the Global Initiative for Exchange and Development Inc. (GIED/ICYE Philippines) is now a full member. We affirm GIED’s motivation to continue its active involvement with the Federation’s affairs and activities and look forward to opportunities for growth and development together with our colleagues in the Federation. ”



**Renato Noriega**

VIVOL Director

“ ICYE Peru, Vida y Voluntariado (VIVOL), is a non-profit organisation that was established in Lima, Peru in 2017. Our purpose is to provide intercultural exchange programmes to national and international youth and adults. We believe in a world that is connected and aware of other realities and furthermore the importance of getting to know each other and having intercultural understanding. ”



**Pierre De Hanscutter**

SVI Director

“ Service Volontaire International (SVI) is a non-profit, non-religious, non-political association created by and for volunteers in 2007. It is located in Belgium, in Brussels and Louvan-la-Neuve. SVI is officially recognised as a youth organisation by the Belgian Ministry of Youth and accredited by the European Commission to send out volunteers and coordinate Erasmus+ and SEC programs. SVI’s main focus is to prepare, send out, and welcome volunteers who wish to take part in international projects/workcamps organised by other local, non-profit associations. ”

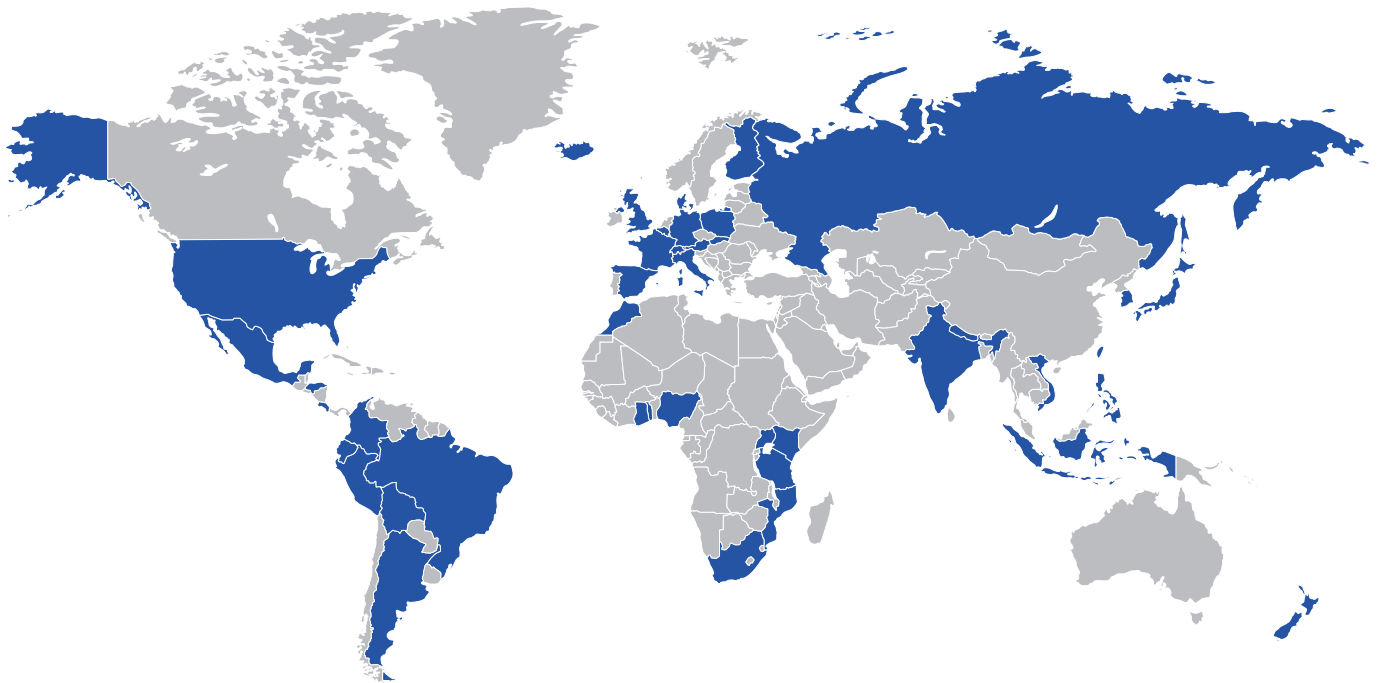


Working group at the General Assembly

# ICYE In Numbers



# 41 countries where ICYE has members



## LEGEND:

● Members

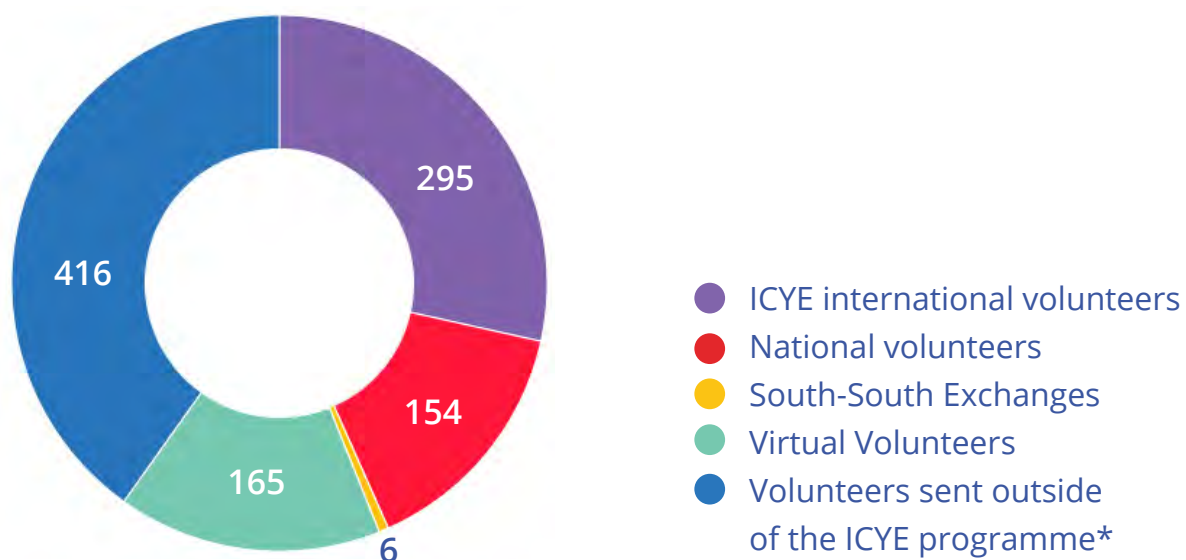
Argentina  
Austria  
Belgium  
Bolivia  
Brazil  
Colombia  
Costa Rica  
Denmark  
Ecuador  
Finland  
France

Germany  
Ghana  
Honduras  
Iceland  
India  
Indonesia  
Italy  
Japan  
Kenya  
Mexico  
Morocco

Mozambique  
Nepal  
New Zealand  
Nigeria  
Poland  
Philippines  
Peru  
Russia  
Slovakia  
Spain  
South Africa

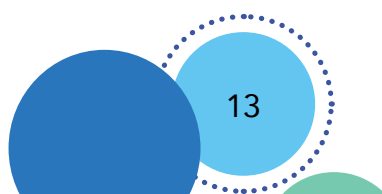
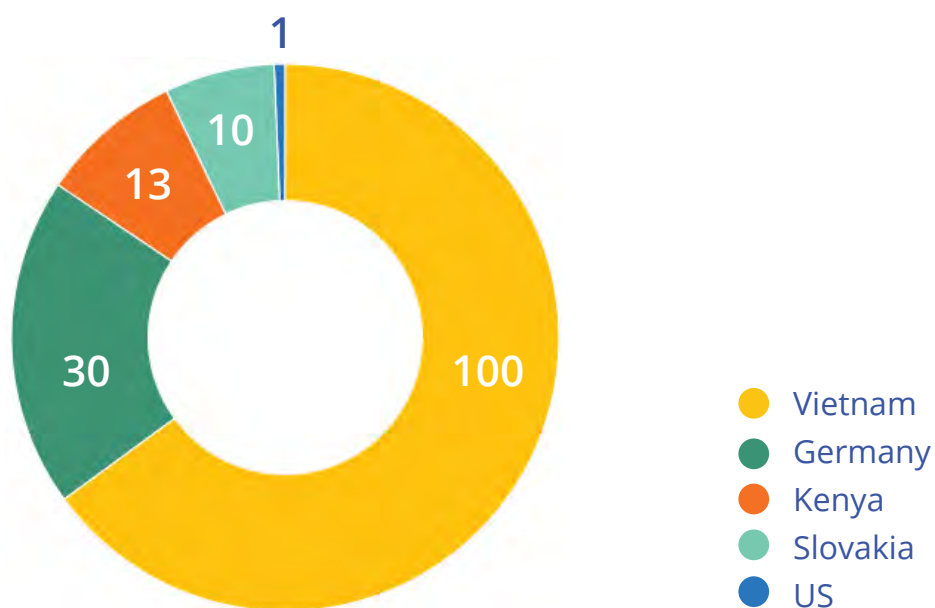
South Korea  
Switzerland  
Taiwan  
Tanzania  
Togo  
Uganda  
UK  
USA  
Vietnam

## Our volunteer numbers in 2021 - 2022

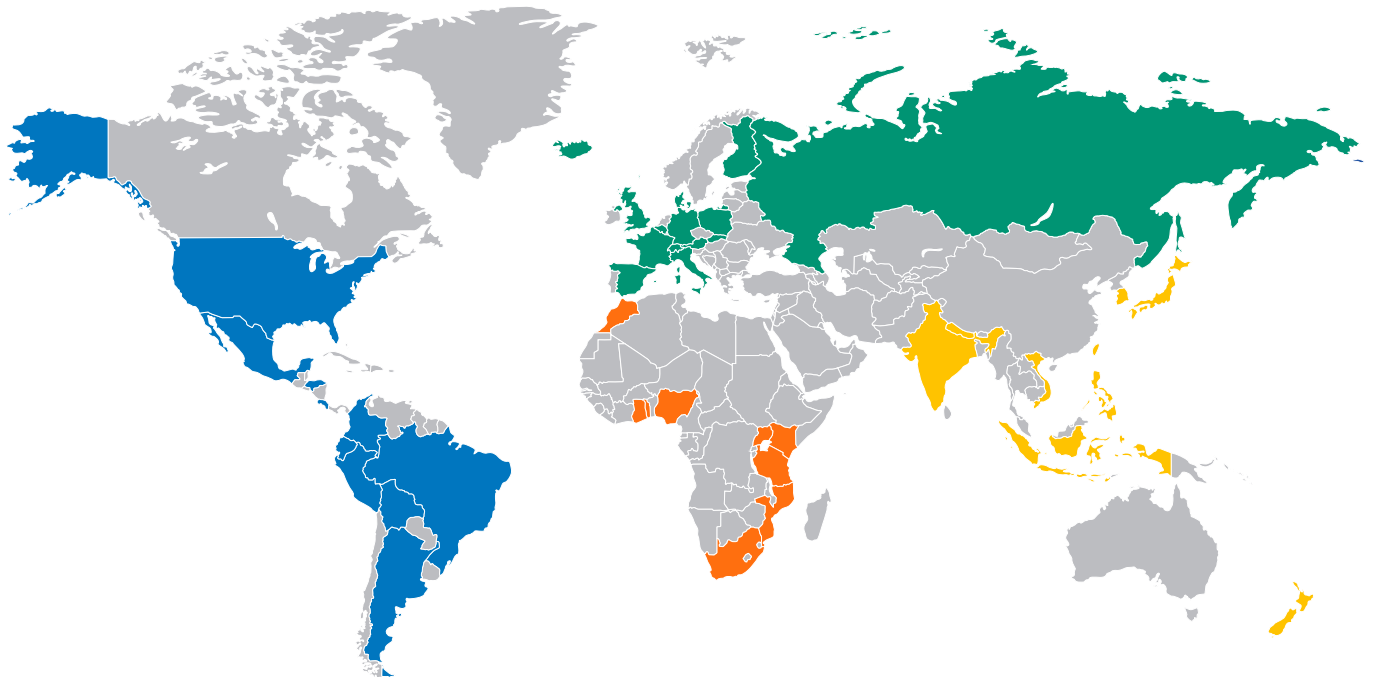


**Footnote:** \*These exchanges include e.g. the European Solidarity Corps programme, Erasmus+ projects and exchanges with other organisations in countries where ICYE doesn't have a member.

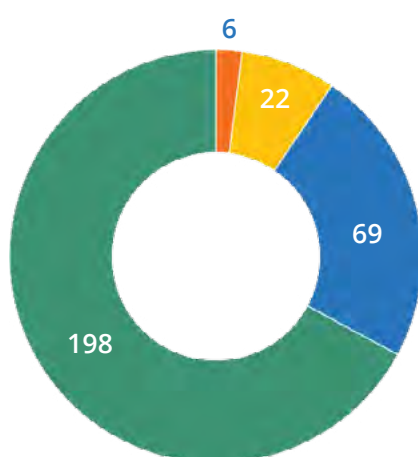
## National volunteers



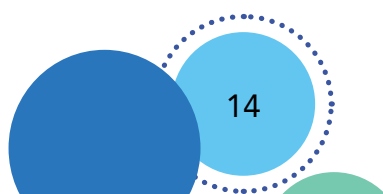
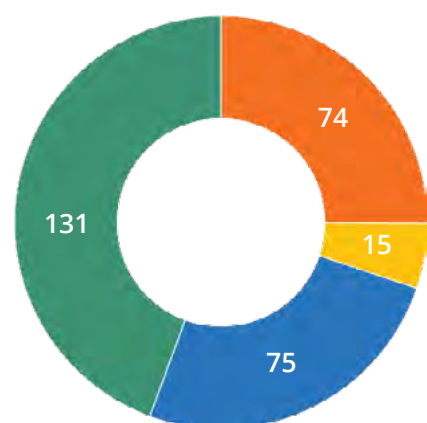
## LEGEND: ICYE Regions



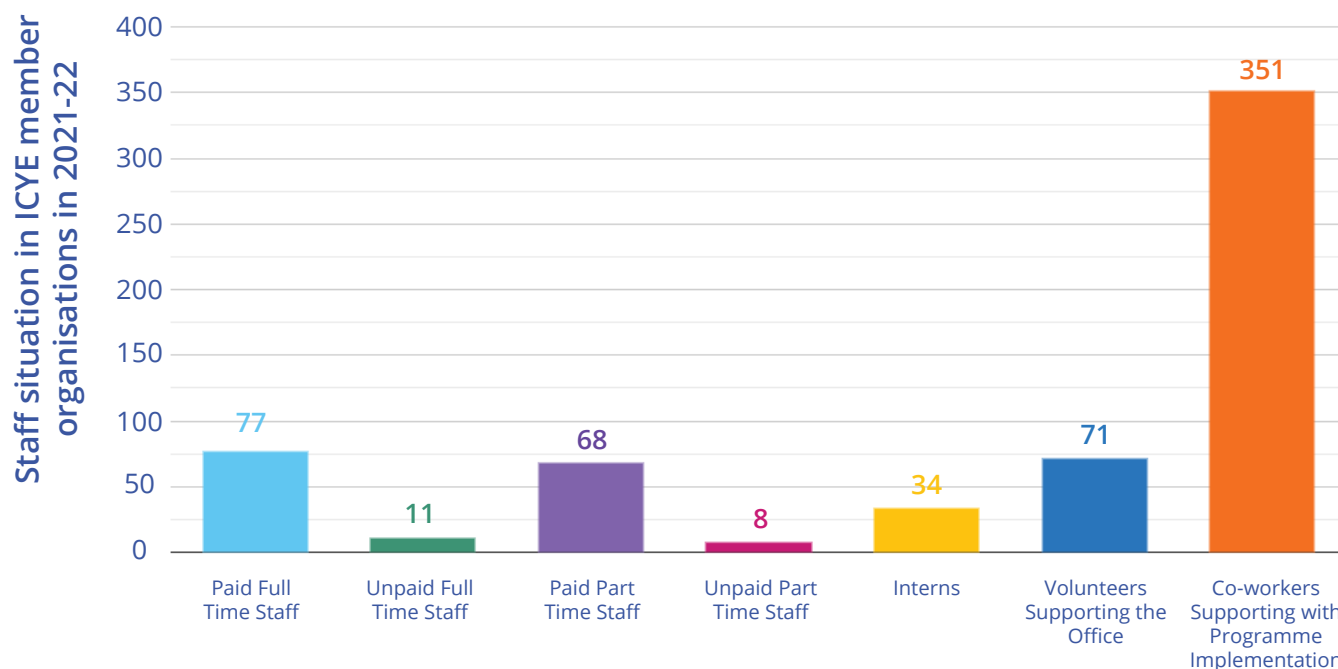
Volunteers sent per region



Volunteers hosted per region

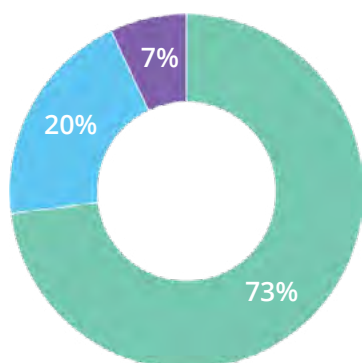






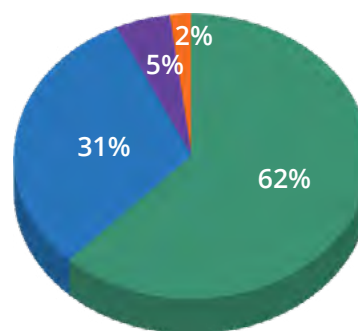
## Feedback from our volunteers

### Overall satisfaction with the exchange programme

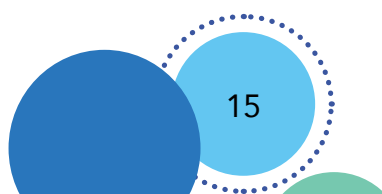


- Very good
- Good
- Okay
- Bad
- Very bad

### Perceptions on change



- I have changed a lot during my volunteer time
- I have changed some during my volunteer time
- I have changed a little during my volunteer time
- I have not changed at all during my volunteer time





*Volunteers in Vietnam*

In 2021-22, the ICYE Federation consisted of 30 full members and 11 associate members. Their main task is to offer volunteering opportunities that can last from four weeks to a year. 295 young people were exchanged through the ICYE network, 194 of them female and 101 male volunteers. 94% of the volunteers were young people between 18 and 30 years old. 102 volunteers came from excluded groups or from a background with fewer opportunities, like health issues, educational disabilities or economic obstacles.

While European members hosted 44% of the volunteers sent abroad, 67% of the

volunteers hosted by ICYE members came from European countries. Even though ICYE has been promoting South-South exchanges, only six volunteers travelled between two countries from the Global South, mostly because South-South exchanges are more expensive, lack funding and are often not as attractive to young people.

In 2021-22, the ICYE Federation had 227 active host projects, with the majority of them in the educational field, which include schools and kindergardens. Most of our volunteers lived with one of our 195 active host families.

Volunteers faced some obstacles this year, as we counted 22 applicants who

were unable to travel despite their wish to volunteer with ICYE. Main reasons were the pandemic situation with increased entry restrictions as well as visa complications and significant delays at embassies. This is sadly something that happens more often, especially for volunteers from countries in the Global South wanting to volunteer in countries of the Global North.

In general, many of our members have been struggling during the pandemic. There have been total lockdowns and closed borders of countries that continued well in to the programme year 2021-22, like Taiwan, where the borders only opened again in July 2022. Other members, especially in the Americas,

faced difficulties with new visa regulations which e.g. require them to demonstrate high funds in their bank accounts as a guarantee to show that they can sustain the volunteers. Many volunteers also experienced a longer visa process and difficulties in obtaining appointments to present their papers in the embassies. Many members reported that volunteers needed much more emotional support than before the pandemic.

Many of our members see it as a major achievement that they have overcome the crisis and adapted to the changing realities. The crisis has also been a way to rethink what we do, learn from it and thereby become more resilient, e.g. via virtual volunteering.



*Volunteers enjoying their exchange in South Korea*





*On arrival workshop in Poland*

**Voices from  
our volunteers**

“ I learnt a great deal of humility and gratitude from working with and supporting the children at my project, they really had a lasting impact on me and how I viewed the importance of giving back and taking time to really understand the plight of marginalized communities and social inequality. ”

Volunteer from Kenya volunteering in Colombia

“ Since I was put in a lot of new situations, I learned a lot about myself since I couldn't really avoid confronting the issues within myself. I also learned a lot about other people and their behavior. ”

Volunteer from Finland  
volunteering in Costa Rica

“ Interculturally seen, living in Colombia has given me a lot of new perspectives on our human societies, the relationships between different parts of the world, cultural perks and downsides etc. ”

Volunteer from Austria volunteering in Colombia

“

*The most personal learning experience I have had is learning to embrace my uniqueness and individuality. I have had a lot of time to myself so I have discovered much more about myself. I have become more confident and outgoing too. I can't really specify about intercultural learning since I have interacted a lot with people not from the Finnish culture but others. I have learnt to cook a lot of different meals and even learnt some words and phrases from other languages.* ”

Volunteer from Kenya volunteering in Finland

“

*This year has taught me how to deal with stuff on my own and I also learned a lot about myself. I'm so much more self-confident and much more mature concerning a lot of things. Now I know a lot better what I want in life. I think I've developed so much as a person which I couldn't have reached otherwise.* ”

Volunteer from Switzerland  
volunteering in Costa Rica





*Osamede Yvonne Obayuwanna  
during her volunteering time in Austria*



# My Vienna experience as a volunteer

Osamede Yvonne Obayuwanna

**M**y name is Yvonne, I'm an ICYE volunteer from Nigeria and currently doing my volunteer service at Kulturhaus Brotfabrik in Vienna, Austria. I was motivated to volunteer abroad to have an exchange of culture and learn the German language. In my project at Kulturhaus Brotfabrik, we organize various events such as, courses for mothers with their babies, light sessions, concerts and movie nights to bring people of different races together so that they can interact and promote unity and a sense of community. My main tasks include the organization of and logistics around events and carrying out research. Vienna is a beautiful city to visit.

Participating in a voluntary service can be challenging especially when coming from a totally different continent and country. I had my cultural shock within the first three weeks, with the weather, food, language and the use of different automobiles being so different. But my ability to be open-minded helped me gain local friends and together with the support of my project I was able to face the challenges.

However, I do feel like there is a high percentage of discrimination in this country even though it varies from person to person. Sometimes, someone may feel they are not discriminating but the person involved actually feels discriminated by their behaviour. There are some who don't even want to sit next to me on the bus, train or tram because I am black, and would rather prefer to stand. In the beginning, I felt really bad, but the ability to accept and reciprocate their act with love and kindness made me feel better.



*Yvonne participating in a workshop on anti-racism*

One of my biggest learning outcomes is knowing that even as a foreigner, I have and am entitled to my rights. Your rights might be infringed upon but do not sit back and be quiet about it, talk to someone to help you! The world can be a better place if we accept people genuinely, love and show a little act of kindness regardless of a person's color, race, religion, culture, language or identity.

My volunteering experience has helped me gain new skills. Thanks to my project, for example, my technological and digital skills

have improved a lot. My volunteer experience will definitely shape my future plans regarding good interpersonal relationships with people, communicating effectively with others, and also bringing ideas of events learnt at my project into future plans.

If you think of volunteering abroad, go for it! It has been an amazing experience that I won't regret. If you are coming from an African country, please bring some good thick clothes with you because you don't want to freeze - especially during winter.





*Volunteer working in project  
with young children in Argentina.*

# Our New Policies



In the programme year 2021-22, the ICYE Federation approved three new policies to further strengthen the development of institutional capacity to improve our work as well as introducing new perspectives based on human rights and a peace culture. From next year onwards, we will annually report on the implementation of the three policies. To support all members in translating the commitments from the three policies into concrete action, the ICYE Federation will develop an implementation guidance for each policy, including global templates, and a Monitoring and Evaluation Framework to evaluate our progress in implementing the policies.

We have set up an email where volunteers, staff and others can report cases of violence against children or cases of sexual violence/ harassment: [reporting-cases@icye.org](mailto:reporting-cases@icye.org)

## Safer Together

### ICYE's policy addressing sexual violence in international volunteering

ICYE is committed to providing a safe environment for everyone working or interacting with ICYE which is free from discrimination and violence. The goal is to protect employees, co-workers, volunteers, partners, community members and other stakeholders interacting with ICYE from unwanted and abusive sexualised behaviour and sexual violence in all its forms. The new policy will allow us to generate tools and guidelines for the prevention, awareness raising and addressing of sexual violence and how it links with gender-based violence.

The policy highlights both the prevention and response mechanisms that will be put in place and the survivor-centred approach we are taking for all cases. ICYE commits to thoroughly examine all allegations of sexual violence, including sexual harassment, and will - where needed - refer to other stakeholders for health services, psycho-social support and counselling as well as support authorities in their investigation and law enforcement work.

# Care to Engage

## ICYE's policy on safeguarding children

All children have the right to be protected from violence and abuse. Even though ICYE is not an organisation focusing specifically on child protection, around 50% of ICYE volunteers work in a variety of projects with children. We are therefore committed to preventing and responding to all forms of violence or abuse that could occur through our volunteer programmes and our work in general. We acknowledge that everyone working or engaging with ICYE has a responsibility to keep children from harm. All children irrespective of their gender, skin colour, religion, nationality, age, ability, sexual orientation, social status or political views will be treated with respect and valued equally. ICYE will ensure that

- everyone related to ICYE knows of their responsibility to keep children safe and has the skills and confidence to meet this responsibility,
- the necessary measures, procedures and structures to ensure the safeguarding of children in all their diversity are in place,
- the partners & projects ICYE works with know of this policy, our commitment to prevent and respond to any actions or behaviour that might cause harm on children and the ICYE mechanisms for reporting
- all our communication and media work reflect our safeguarding children principles

*All children have the right to be protected from violence and abuse*

# Greener Together

## ICYE's commitments for a sustainable and regenerative future

As the ICYE Federation, we recognize the urgency of the climate and environmental crisis and its central importance for global justice. We are aware that our international volunteering and intercultural programs as well as our daily work can further aggravate climate change and environmental degeneration. In our new policy, the ICYE Federation commits to take an intercultural, human rights and intersectional approach when promoting climate justice and environmental sustainability. Our goal is to advance, sensitize on, and advocate for environmental sustainability and regeneration.

For the next five years, ICYE will engage and advocate with our stakeholders for environmental sustainability, decrease the negative effects of our work on the environment, compensate the effects of our carbon footprint, take on a leadership role in green volunteering and exchange programmes and strive for green and sustainable offices. Various strategies at different levels of the Federation were identified to guide our journey to more environmental sustainability and regeneration.





# Our projects in 2021 - 2022



Many of our projects had to be suspended during the pandemic, but in 2021-22 activities slowly started again. Here are some of the projects we have been implementing in the year under review.

## Youth Work Can Unite



*Evaluation meeting of the Youth Work can Unite project*

With the rise of nationalism and right wing populism, anti-racism education is the key toward an equitable and inclusive society. In 2019, the ICYE started the EU-funded project "[Youth Work can Unite](#)" which aims to engage, connect and empower young

people, youth and civil society NGOs in an anti-racism movement and to work towards diverse, inclusive societies. While many of the youth mobility activities had to be suspended during the pandemic, activities slowly started again in 2021-22. In total, 10 of the 12

volunteering activities took place. To adapt the project after a long pause, we offered an online refresher training for NC staff, conducted by ICYE Colombia, as well as an online campaigning training and a working group for the volunteers, which allowed us to deepen our partnership with UNITED for Intercultural Action. Volunteer campaigns resulting from the training include [Sio Mkimbizi Tu!](#), a campaign by ICYE Kenya to challenge all of us to SEE the people behind

the label REFUGEE to acknowledge their humanity and to affirm their human dignity.

The project's task force was affected by staff-changes during the pandemic, but still managed to support and monitor the development and implementation of all 3 elements – engaging, connecting and empowering young people – so that they serve the project's objectives and the renewed EU Youth Strategy 2019-2027.

## I See Your Engagement - Asia (ISYE-A)

[ISYE-A](#) provides a virtual platform for open dialogue among young people from seven participating countries during the height of the global COVID-19 pandemic all around the world. The project gathered more than a hundred young people in Asia as participants to support sustainable community development as well as build mutual understanding and solidarity among Asian youth. The two-day online event brought together 36 youth



from Japan, Vietnam, Philippines, Taiwan, India, Nepal, and Indonesia for engaging workshops and participatory exchanges and allowed the ICYE Asia-Pacific region to collaborate with one another and to develop their skills in different digital facilitation tools.



# Advocating for green, inclusive and virtual volunteering



*ICYE staff discuss how to promote green, inclusive and virtual volunteering*

The Erasmus+ Youth Professional Development Activity for Youth Workers took place in Berlin in May 2022. This five-day long training course was organized in cooperation with ICJA Freiwilligenaustausch weltweit (ICYE Germany) involving 22 participants and 2 trainers/facilitators from ICYE member organisations in different parts of Europe and guests from other regions. Concrete outcomes included the detailed action plans of each participating organisation,

including some shared action plans like the 'The Inclusion in ESC Action Plan'. A network of partner organisations in Germany, Austria, Slovakia, France, Iceland and Finland will be established with the aim to cooperate in sending and receiving volunteers with fewer opportunities, people with disabilities, migrants and other target groups of the ESC Programme that need more support before, during and after the volunteering activity.

# Inspired by Inclusion



International mobilities are used unequally by young adults. Young adults with good educational opportunities benefit strongly from mobility programs, while young adults with disabilities and low educational opportunities are disadvantaged as participants. The activating methods of nonformal global learning used in

international mobility make it difficult for these young adults to take part on an equal and inclusive basis. Also, young adults with educational disadvantages or disabilities can rarely use existing engagement opportunities and are largely excluded as multipliers and trainers in international non-formal educational activities.

Grenzenlos therefore developed the following materials to support organisations to address exclusion in international volunteering under this link: <https://grenzenlos.or.at/aktuelles/inspired-by-inclusion/>

- » Inclusive Toolbox/ Method Toolkit for designing trainings and seminars for international mobilities: The Method Toolkit is now available in DE, EN, and ES.
- » Training for Trainers for young adults with educational disadvantages or disabilities: The Training for Trainers Manual is now available in DE, EN, and ES.
- » Video tutorial to support the learning and implementation

# Global Citizenship Project



**MINISTÈRE  
DE L'EUROPE  
ET DES AFFAIRES  
ÉTRANGÈRES**

*Liberté  
Égalité  
Fraternité*

The Global Citizenship School project, financed by the French Ministry of European and Foreign Affairs within the project EnLazando, was implemented in four schools in Ambato, Quito, and Otavalo (Ecuador). ICYE Ecuador together with ICYE members in Argentina, Honduras, Brazil and Costa Rica designed and implemented the training project to promote youth leadership and trained the participants. It empowered more than 90 youth between 15 and 17 years to participate and take active roles at local,

national and global levels; to face and solve global challenges and to become proactive contributors to a safer, fairer, more inclusive and sustainable world. They were supported by their teachers who were trained to work with them on global citizenship, diversity, gender, environment and volunteering. Nine mentors from ICYE Ecuador supported the work with the youth. The results and impact have been amazing and all participants are hoping to be able to replicate the project across the Federation.



# The GloRe Network



The [GloRe Network](#) is the international organisation that manages the GloRe Platform and all its content, including the GloRe Certification System, which certifies the soft skills acquired by local and international volunteers. It was founded in 2017 and aims to globally strengthen the recognition of Civil Society Organisations through:

- ✓ The development of an innovative tool for the recognition of soft-skills acquired through local and international volunteering
- ✓ The recognition of skills achieved during volunteering
- ✓ The personal development of volunteers and their employability
- ✓ The capacity building and strengthening of cooperation between NGOs active in the field of volunteering worldwide
- ✓ The promotion of the voluntary sector and its role in society

*Volunteers participating in a radio workshop in Austria*







Volunteers in Ecuador

# Outlook





*A group of long-term volunteers at the local project in Lao Cai, Vietnam*

As the IVS movement is slowly recovering from the COVID 19 pandemic, many of our members are still facing the challenge of staying afloat and balance their books. As Federation, we believe that the solidarity present in the ICYE Federation can be a deep source of strength. In 2022-23, we will therefore continue to support each other and the Federation as a whole. The discussions with the members have shown that strategic changes in the way we work are necessary to strengthen the Federation and maintain our relevance in the future. In 2022-23, we will therefore evaluate the complex dynamics of the ICYE Federation with an honest historical/ geopolitical lens that does not shy

away from addressing the way our work may reinforce neo-colonial power dynamics and exclusive, environmentally harmful practices. In the EU-funded Decolonize IVS project with ICYE members and partners from other IVS networks we will develop tools for such a self-reflection.

As part of our revised vision and mission statement, the ICYE Federation will finalize the recommendations on how to integrate the ICYE Code of Ethical Practice into our work. For the new policies - the ICYE Policy “Greener Together”, the ICYE Policy “Care to Engage” and the ICYE Policy “Safer Together” - the focus will be on developing





*Volunteers during the 21-22 exchange in Ecuador*

practical implementation guidance and to start with the operationalization to translate the commitments from the policies into concrete actions.

One of the lessons from the COVID 19 pandemic is the importance of having sufficient reserves. In 2022-23, the Federation will work on strengthening these reserves again. Furthermore, the importance of having a wide variety of programmes - like for example the virtual exchange - as well as a diversification of income streams has also proven to be important for members during the crisis. The Federation has started to diversify its funding base already in 2021-22 and will continue to do so, thereby creating organizational resilience to manage and mitigate against current and future impacts of COVID-19 as well as other emerging issues.

Whereas the new vision and mission statement have been adopted, the next strategic steps include developing a more strategic programmatic offer, diversifying our funding basket, working on the relations between members as well as strengthening our digital opportunities. The ICYE Federation will moreover continue to bolster its presence and participation in relevant networks, like CCIVS, as well as striving to broaden its membership basis.

There are many challenges for the future of IVS, and we therefore look forward to the new collaborations that have been established to strengthen this area.

**Ronald Mobisa Mose**  
Chairperson ICYE BoM

**Dr Anja Stuckert**  
Secretary General





*Volunteering in Argentina promoting inclusion*

# ICYE Federation's Finances



In 2021-22, the effects of the COVID 19 pandemic still impacted the Federation's financial situation. Many members of the Federation incurred huge financial losses resulting from suspension of the exchange programme. This resulted in many offices to a reduction of staff or staff hours as well as cutting down on the administrative costs or office rent as staff had to work from home.



*Volunteers during a workshop in Austria*

The ICYE International Office faced very similar challenges with an unprecedented high loss of EUR 86.821 in 2020-21, but was able maintain its operations because of additional income, reductions in staff time and salaries and the reserve funds. Fortunately, in the programme year 2021-22, the Federation has been able to reduce the loss to EUR 17.004,59.

Compared to 2020-21 the Federation was able in 2021-22 to again increase its income from membership contributions to EUR 141.950,57. Even though the membership fee and GA contribution were still partly waived, most members paid these. Higher volunteer numbers also accounted for the strong increase in the per capita fee and a higher income for the volunteers' insurances. Additionally, the Federation was able to fundraise for additional

grants and received once more the Corona support from the German government. This resulted in a total income for 2021-22 of EUR 376.464,53.

On the expense side, the International Office has reduced costs where possible, mainly by reduced working hours and cutting down on Office, Communication and IT costs. The higher overall Federational costs are due to two physical Board of Managers' meetings (no physical meetings had been possible in 2020-21) and the General Assembly held in Berlin in May 2022. The EU funded project "Youth Work Can Unite" which had been put on hold during Corona, was able to start implementing the pending activities due to an extension of its implementation phase. The increase under other expenses is due to the increase in the costs for the volunteer apartment.

As in the previous programme year, the Federation again had to rely on its reserve funds to balance the financial loss. The reserve funds were accordingly depleted to a total of EUR 159.283,21.



*Volunteering on a farm*

To prevent a loss in the upcoming programme year, the International Office is increasing its fundraising activities and planning to submit several grants with the EU and UNESCO as well as a German foundation. Project collaborations with the member organisations and networks like CCIVS is ongoing. The stabilisation of international volunteer numbers and the financial situation of the Federation's members is already contributing to a positive financial development and will hopefully continue to do so in the future.

# THE ICYE FEDERATION

## Balance Sheet

|   | 2020-2021           | 2021-2022           |
|---|---------------------|---------------------|
| <b>ASSETS</b>   |                     |                     |
| Cash in Bank or Hand                                      | 701.929,64 €        | 610.807,71 €        |
| Federation's Credits<br>(Member Organisations)            | 18.184,28 €         | 8.457,55 €          |
| Other Assets  | 4.992,66 €          | 10.031,40 €         |
| <b>TOTAL ASSETS</b>                                       | <b>725.106,58 €</b> | <b>629.296,66 €</b> |
| <b>LIABILITIES AND FUNDS</b>                              |                     |                     |
| Federation's Debts<br>(Member Organisations)              | 429.884,07 €        | 446.092,36 €        |
| Liabilities Erasmus+ Projects                             | 108.100,57 €        | 13.341,79 €         |
| Other Debts   | 10.834,14 €         | 10.579,30 €         |
| <b>TOTAL LIABILITIES</b>                                  | <b>548.818,78 €</b> | <b>470.013,45 €</b> |
| Restricted Funds (GA Fund, TPDF,<br>Insurance Fund)       | 69.082,43 €         | 66.860,56 €         |
| Unrestricted Funds (Operating and<br>Salary Reserve Fund) | 107.205,37 €        | 92.422,65 €         |
| <b>Total Funds</b>  | <b>176.287,80 €</b> | <b>159.283,21 €</b> |
| <b>TOTAL LIABILITIES AND FUNDS</b>                        | <b>725.106,58 €</b> | <b>629.296,66 €</b> |



# THE ICYE FEDERATION

## Financial Overview

|  | 2020-2021           | 2021-2022           |
|--|---------------------|---------------------|
| <b>INCOME</b>  |                     |                     |
| Fees and Contributions by members                                | 17.006,57 €         | 141.950,57 €        |
| Income for volunteers' insurances                                | 25.366,30 €         | 75.110,08 €         |
| Grants   | 70.409,44 €         | 121.615,69 €        |
| Other Income   | 62.052,88 €         | 38.675,36 €         |
| Interests  | -390,51 €           | -887,17 €           |
| <b>TOTAL INCOME</b>  | <b>174.444,68 €</b> | <b>376.464,53 €</b> |
| <b>EXPENSES</b>  |                     |                     |
| Overall Federational Costs                                       | 5.861,56 €          | 59.052,17 €         |
| Insurance Costs  | 26.737,62 €         | 75.278,48 €         |
| Grants Project Expenses  | 25.292,49 €         | 83.210,69 €         |
| Staff Costs  | 156.063,89 €        | 134.036,12 €        |
| Office and Communication, IT Costs                               | 25.814,17 €         | 18.039,74 €         |
| Bank and Audit Costs   | 7.406,25 €          | 6.964,86 €          |
| Other Expenses   | 14.089,83 €         | 16.887,06 €         |
| <b>TOTAL EXPENSES</b>  | <b>261.265,81 €</b> | <b>393.469,12 €</b> |
| <b>PROGRAM YEAR RESULT</b>                                       | <b>-86.821,13 €</b> | <b>-17.004,59 €</b> |
| Depletion of reserve funds                                       | 86.821,12 €         | 17.004,59 €         |
| <b>RESTRICTED FUNDS</b><br>(GA Fund, TPDF, Insurance Fund)       | <b>69.082,43 €</b>  | <b>66.860,56 €</b>  |
| <b>UNRESTRICTED FUNDS</b><br>(Operating and Salary Reserve Fund) | <b>107.205,37</b>   | <b>92.422,65 €</b>  |
| <b>TOTAL REMAINING FUNDS</b>                                     | <b>176.287,80 €</b> | <b>159.283,21 €</b> |



## Scholarship Fund

ICYE coordinates the sending and hosting of hundreds of volunteers globally each year, with a very small percentage of those exchanges taking place between two countries of the Global South. In fact, only 3% of our participants are involved in South-to-South volunteering. And why is that? Insufficient funding and high costs.

With the establishment of our [ICYE South-to-South Scholarship Fund](#), we strive to empower global citizenship outside of neo-colonial dynamics and promote reciprocity, equality and solidarity.

Our Scholarship Fund is aimed at young people in the Global South who would love to learn about new cultures and languages and get involved in a local community. Only they do not have the financial means to do so. By donating to this fund, you make this possible.

With a donation of €20 or any other amount, you will give a young person the gift of a life-changing learning experience. To donate, click [here](#).

## OUR PARTNERSHIPS

[Coordinating Committee on International Volunteer Service](#) (CCIVS): Since 2020, the IO has engaged actively alongside the other major networks (Alliance, SCI, and NVDA) in CCIVS' working groups, mainly the GMIVS and GLMTV Group as well as the CCIVS Strategy Group. At the CCIVS General Assembly in November 2021, three members from ICYE got elected to the Executive Committee: Rolando Kandel (Fundación SES Subir al Sur/ ICYE Argentina), Rhenelyn Queen Dadulo (GIED/ ICYE Philippines) and Anja Stuckert (ICYE International Office). Other members are Hemamali Perera (Service Civil International), Denis Kangere Asimwe (UVDA) and Ratherford Mwaruta (Zimbabwe Workcamp Association).

[United for Intercultural Action](#) (UNITED): As members of this European-wide network, ICYE had already articulated its intention to stand against nationalism, racism, fascism and in support of migrants, refugees and minorities. In 2021, ICYE IO entered into a three-year Memorandum of Agreement with UNITED to further underline our commitment to anti-racist work, and to promoting peace, diversity and global solidarity. We aim to implement more joint campaigns and projects in the years to come.



Co-funded by  
the European Union



CCIVS  
Coordinating Committee on  
International Volunteer Service  
since 1999



united  
for intercultural action



## ACKNOWLEDGEMENTS

The ICYE Board of Managers would like to thank all the ICYE members for their unwavering commitment to international volunteering and their dedication to address the challenges they confronted during the pandemic.

We also want to thank the previous BoM members for their time and engagement and to support the members and the International Office in these difficult times.

We would like to acknowledge the work of the team of the International Office who kept operations going during the Covid-19 pandemic, fundraised for operational and programmatic resources and strengthened the cooperation with all the members and with our sister networks.

We are grateful for the financial and technical support by our donors in 2021-22, including the co-financing through the Erasmus+ programme of the European Commission and the Corona support from the German government.

“ *I learned a lot about gratitude and happiness.  
Seeing the world from another perspective and learning  
to live with far less.*

*More than an experience, it is the feeling of being free.* ”

Volunteers in their final evaluation 21-22

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