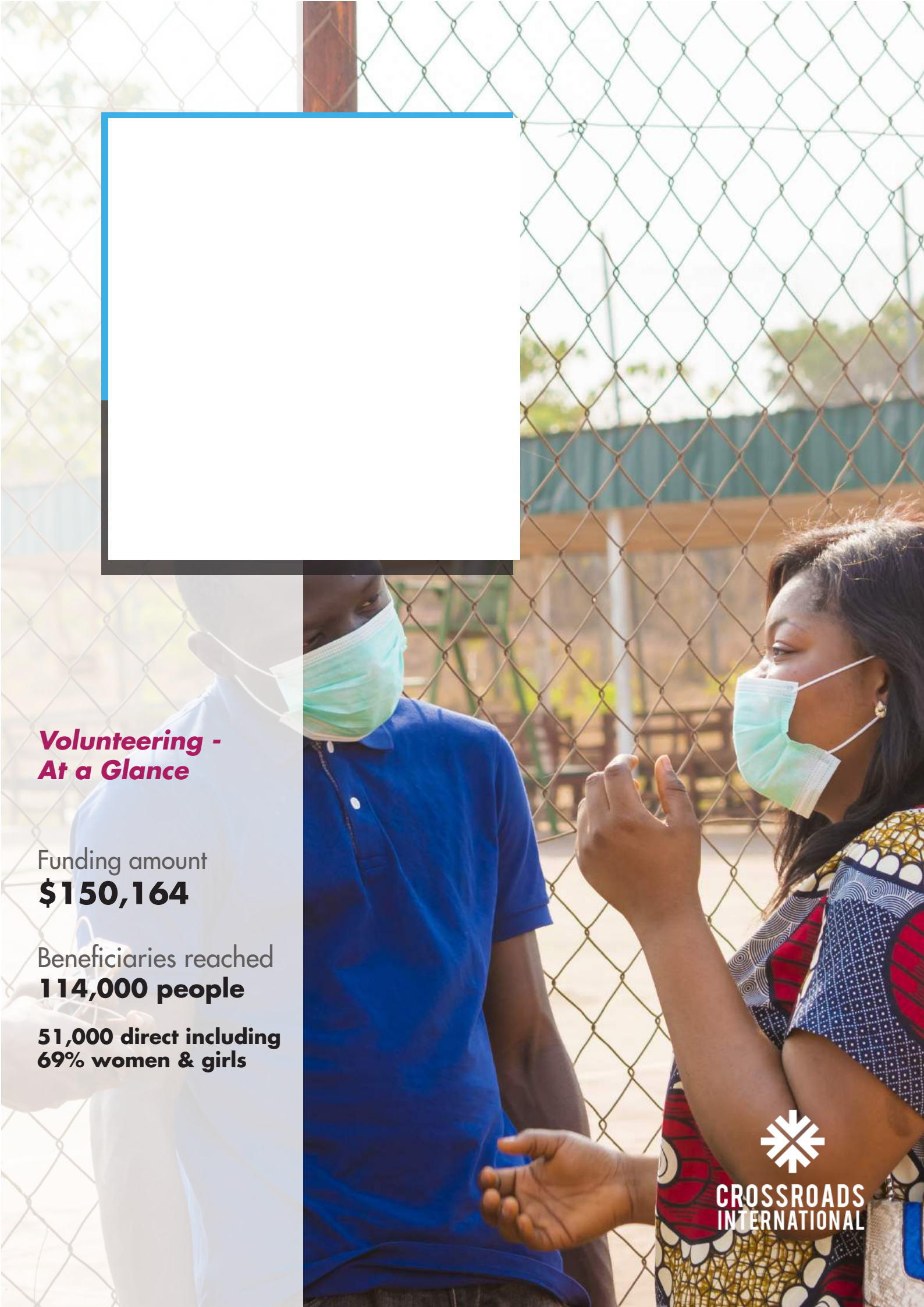




Volunteering - At a Glance

Funding amount
\$150,164

Beneficiaries reached
114,000 people

**51,000 direct including
69% women & girls**



**CROSSROADS
INTERNATIONAL**



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MISSION

Crossroads International works to create a more equitable and sustainable world by engaging and empowering individuals, organizations and communities through mutual learning, solidarity and collective action.

WHERE WE WORK

Ghana, Burkina Faso, Togo,
Tanzania, eSwatini, Senegal, Côte
d'Ivoire, Uganda, Zambia



EXECUTIVE SUMMARY

Crossroads International is pleased to provide the Randy Pepper Legacy Fund report that has been supporting the work of volunteers especially during the difficult situation with the COVID-19 pandemic.

The Randy Pepper Legacy Fund (RPLF) was created with the help of wonderful donors like you, to honour the late Randy Pepper who was a remarkable leader and supporter of Crossroads International. Randy witnessed firsthand the power of volunteer cooperation to effect lasting change in the world when he volunteered with Crossroads in 1975.



Volunteering is at the centre of Crossroads' development work. Our volunteers have a wide array of talents and are experienced professionals. They are recruited based on the capacity building plan of our partner organizations in sub-Saharan Africa. They are able to provide their skills and expertise, community connections, credibility, and high-quality care to our critical initiatives. They do this by living and working closely with our colleagues in partner organizations, who work to improve the lives of the most marginalized women and girls.

The COVID-19 crisis over the past year had a significant impact on the implementation of Crossroads' Volunteer Cooperation Program both in Canada and in all project countries. Due to the no non-essential travel ban imposed by the Canadian government, we had to pivot the recruitment of North-South volunteers (Canadian citizens or permanent residents of Canada) from Canada towards the mobilization of N-S volunteers or South-South volunteers (citizens of an African country volunteering in a country other than their home country) already living in Crossroads' countries of operation. In 2020-2021, in the face of this context, Crossroads engaged 16 North-South skilled, knowledgeable and qualified volunteers to support

Crossroads in laying the foundations for the 2020-2027 Volunteer Cooperation Program and in providing specialized technical skills and support to local partners. This motivated group of dedicated individuals, began their volunteer mandates between October 2020 and March 2021, with the majority of the volunteer mandates being 12 months in length.



Of the 16 volunteers, nine of them are volunteering as Program Support Advisors (PSA) helping to set up organizational diagnostics and determine the needs of partners for COVID resilience plans, establish future volunteering mandates, provide technical support, create work plans, strategic planning and advocacy materials. In June 2021, an additional 9 volunteers were recruited as Volunteer Support Advisors (VSA) who are helping with in-country volunteer on-boarding, administrative support and with the volunteers' safety and security.

The work of Crossroads and our volunteers have become even more critical during the pandemic, as years of progress on gender equality and women's rights threaten to come undone. The need for Crossroads to continue supporting African partners is urgent, as the pandemic exacerbates issues of gender-based violence, poverty, and food insecurity. We seek to strengthen the position of women and girls as leaders and change agents in order to achieve long-lasting development and build community resilience. The goal of the fund is to ensure that volunteering is at the heart of all our programs.

YOUR IMPACT ON VOLUNTEERING

We believe Randy would have been pleased as North-South volunteering, reciprocity and equality represented by South-South volunteering were values that he held dear. As the global pandemic continues to affect lives here and abroad, we wanted to share with you the impact your contributions are having on our work. Thanks to your gift, our volunteers continue to contribute efforts that are helping reduce poverty and increase the rights of women and girls in rural and marginalized areas.

Mary Ann, thanks to your support and the contribution of the government of Canada, our volunteer cooperation programme has continued to operate despite the serious impacts of the global COVID-19 pandemic. Volunteers have been a beacon of selflessness and optimism, providing vital and essential services for partners.



With the Program Support Advisors and Volunteer Support Advisors in place as fundamental elements of Crossroads' Volunteer Cooperation Program, 2020-2027, as of June 2021 Crossroads has begun to significantly increase recruitment of volunteers who will directly support partner organizations. The goal for 2021-2022 is to recruit a total of 60 in-country volunteers who will work directly with partners for a range of 9 to 12 months. The majority of these will be in-country or South-South (S-S) volunteers. This is the first time that Crossroads will be recruiting such a significant number of S-S volunteers and it represents a huge step for our agenda to engage local volunteers in development. **Your generous support is enabling us to contribute to capacity building through voluntary cooperation to build One World: Equal and without poverty.**

- The available amounts in the RPLF for 2021-22 are a total of \$60,000. We are thankfully able to use this amount to provide critical funds for the 60 volunteers engaged this year in capacity strengthening mandates. We wouldn't be able to fulfill these mandates without the RPLF.
- Your valuable contribution, is allowing us to award \$1,000 per volunteer, which is disbursed through our partners.

EMPOWERING COMMUNITIES THROUGH VOLUNTEERING

Examples of current volunteer mandates that have been supported by the RPLF:



Yuan Michaud is a Volunteer who worked on the Senegalese *My Voice My Health* (DAMCAM) project, remotely from Québec. Yuan developed content on sexual and reproductive health resources and helped upload the content to digital tablets for youth and teens to access in Senegal. She was able to complete her studies while working on this part-time mandate, through which she learned so much.

THIS PROJECT WAS EXTREMELY INTERESTING TO ME. SEXUAL AND REPRODUCTIVE HEALTH RESOURCES ARE A CULTURAL GAP, SO I AM PROUD TO HAVE WORKED ON THIS. THE PEOPLE ARE SO MOTIVATED, THEY REALLY CARE ABOUT THE SUCCESS OF THIS PROJECT, THEY EMBODY ITS VALUES, AND THEIR PASSION TRULY SHINES THROUGH.

Once the pandemic is over, Yuan would love to visit Senegal and get to meet the people she collaborated with virtually.

- Yuan Michaud
Volunteer, Canada

Bilakani Sabi also grew up in Togo, before traveling the world and settling in Canada to study Public Administration. A long-time Crossroader, Bilakani's current mandate as a Program Support Advisor in Togo enables him to build on the work and the relationships he established previously. He recently reconnected on a project he started with the Coordinator of La Colombe, who remembered him fondly and loved having a Togolese volunteer support her organization. Together, they worked on "Projet FIOSRON", meaning *chief wife* to empower the wives of Canton chiefs to become leaders and Gender Equality Champions in their communities.

LOOKING FORWARD

Volunteers are doing the work from wherever they can, including working remotely from home.

In 2021-22 Crossroads aims to recruit 84 new volunteers comprised of 23 North-South volunteers, 46 South-South volunteers and 15 remote volunteers. As of the end of July, Crossroads is in a strong position to fill all of the recruitment targets, with 40% of the 2021-2022 volunteer targets already met.

*Thank you from our volunteers and
the communities we support*



**'POWERFUL MEN DON'T WANT
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MAKE IT CLEAR THAT WE DO NOT
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WE WANT TO INVOLVE WOMEN
IN LEADERSHIP, GIVEN THEIR
CAPACITIES AND EXPERIENCES.
WE WANT TO EMPOWER AND EQUIP
THEM TO DEFEND THE RIGHTS OF**

WOMEN AND
Bilakani Sabi
Program Support Advisor
Togo

