



VOLUNTOURISM AND INTERNSHIP

... Where does the money go?

Why pay to volunteer?

We are an independent company that does not rely on fundraising or government funding to achieve social goals. We get all of our funding from the fees paid by our volunteers, interns & tourists.

By signing up with Avella Sights, you are donating your time and skills to work directly with communities in need through a structured project. However, even volunteering comes at a cost, especially if you want to support long-term, meaningful projects where they're needed most.

This is why we charge a fee for volunteering or interning.

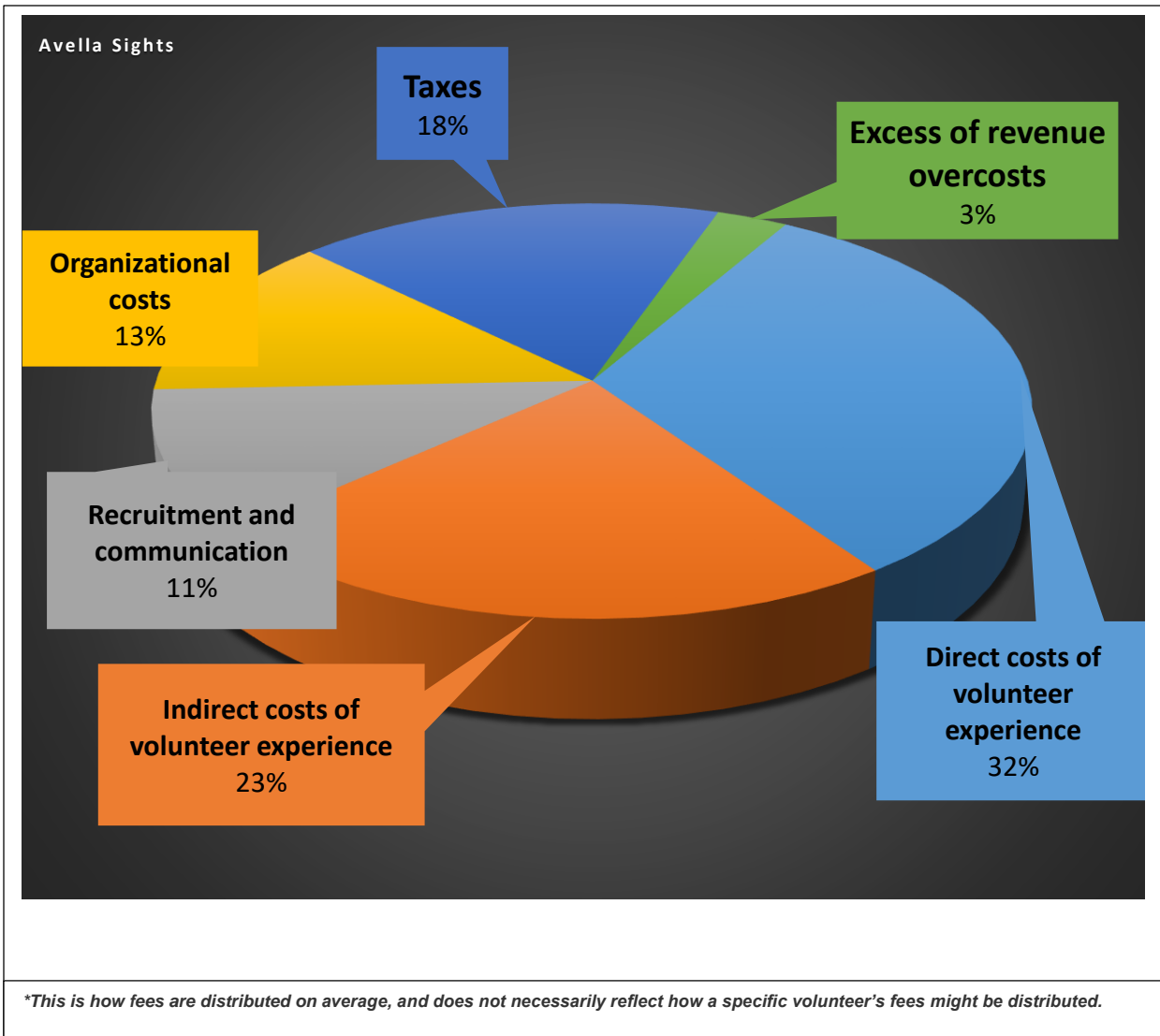
We are an independent company that does not rely on fundraising or government funding to achieve social goals. We get all our funding from the fees paid by our volunteers and interns as well as our tourists. These fees are not a once-off donation to your chosen project. These fees go towards the costs of your trip, long-term support for the project you work on, and the organization and infrastructure needed to make sure our projects and social goals are sustainable and successful.

While it may be cheaper to go it alone on your own volunteer trip, there are many benefits of volunteering through a company like ours. It is difficult and time-consuming to find projects to support in a foreign country that are safe, worthwhile and reputable. When you sign-up with Avella Sights, you will receive travel and visa support, orientation, a safe place to live while in your destination, a supportive work environment, a safety net through our local and professional full-time staff and logistical support, in addition to clear expectations of the work you will do from day one.

In short, you are paying for an option you can trust, an option that will ensure that your trip is worthwhile and an option that will make a positive and sustainable impact on the community you have chosen to serve.

How is your fee spent?

We believe transparency is important. Here is a breakdown of how we use the fees collected





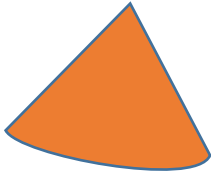
Direct Costs 32%

Although you are volunteering your time, there are costs associated with your experience in the country that need to be covered.

These daily costs include meals, accommodation, transport between your accommodation and placement, airport transfers, and insurance premiums. Volunteer fees also help fund project activities and pay for much needed resources, from school supplies to construction materials

IN SUMMARY

- Accommodation
- Food
- Donations to Placements
- Equipment and materials
- Insurance premiums for individual participants



Indirect Costs 23%

A lot more goes into your experience than you might expect. Your fee also covers indirect costs that make your project a worthwhile and safe experience.

Our volunteers benefit from the knowledge and experience of our local staff. These staff members provide full-time support to volunteers, build relationships with local project partners, and make sure that each project is always working towards worthwhile goals. Part of your fee covers their salaries, benefits and regular training, all year round.

Other indirect costs include local office rent, utilities, equipment and communication infrastructure. We also must pay government registration costs and provide for bookkeeping and tax reporting.

To ensure that you are well-prepared for your experience, part of your fee also pays for staff to support you through the pre-project process such as the cultural awareness training. These staff need to be trained and paid, and we must cover the related costs such as utilities, equipment and communication infrastructure.

IN SUMMARY

- Destination office rent, utilities, equipment and communication
- Salaries and benefits for local staff, throughout the year
- Government registration costs, bookkeeping and tax reporting
- Monitoring, training and reporting by headquarters operations team
- Pre-departure support staff training, salaries and benefits, and related rent, utilities and communication costs



Organizational Costs 13%

Running a business that handles international volunteers and interns requires us to invest in human resources, administration and IT.

In order to process the many applications a year, program changes and cancellations, we have administration staff who also require salaries and benefits, as well as provisions for rent, utilities, equipment and communication infrastructure.

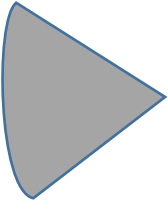
Our Human Resources team helps us manage our amazing employees spread all over. They too receive salaries and benefits.

Our company requires global financial systems and controls, including bookkeeping, auditing services, legal fees and tax reporting, which all come at a cost.

Our IT staff and infrastructure enables us to be in contact with our numerous volunteers and interns and our various local offices spread all over; this includes our database, websites and email.

IN SUMMARY

- Administration of new applications, program changes and cancellations
- HR controls, financial controls, bookkeeping, auditing services, legal fees and tax reporting
- Organizational insurance (public liability)
- IT infrastructure (database, websites, email)
- IT staff salaries and benefits
- IT rent, utilities and communication systems



Recruitment & Communication Costs 11%

One large problem for many of our partners is that they can't afford to promote their work and reach potential volunteers and interns.

We tell the world about volunteering and interning, and it can't be done without incurring costs. We undertake this venture by using various marketing channels, such as information events (and related travel), the designing and printing of brochures, the postage of information materials, the designing and writing of websites, making videos and obtaining photos of our projects, online banner advertising and print advertising.

Our recruitment and communication team builds trust with future volunteers and helps them make an informed decision about their projects and destinations. Our recruitment and communication staff members also serve as ambassadors for our placements and are trained by visiting destinations.

Each recruitment and communication office has related rent, utilities, equipment and communication costs, not to mention the salaries, benefits and training of our recruitment and communication staff. Each of these offices also has government registration costs, bookkeeping and tax reporting costs.

We also believe that recruitment and communication are important long-term investments in the size of our company. This allows us to attract more participants, which in turn allows us to aim for larger social goals and to bring down program fees by achieving economies of scale.

IN SUMMARY

- Recruitment and communication office rents, utilities, equipment and communication
- Recruitment and communication staff training, salaries and benefits
- Graphic design and printing costs
- Online and print advertising
- Informational event costs and related shipping and travel
- Postage for informational materials
- Government registration costs, bookkeeping and tax reporting

Taxes 18%

As a private company, we do not receive any government subsidies.

Nor do we receive any implicit government subsidies through preferential tax treatment. We pay all taxes required of us the government, funding social systems and infrastructure as full participants in the social contract wherever we operate.

Excess of revenue over costs 3%

As a well-run organization, we do build up revenue over and above the costs of running the business.

This allows us to fund our growth and expansion by providing capital to set up new projects and new destinations, and completely fund some projects, even if these run at a loss. Building up a reserve of funds also means that we are able to act swiftly in a time of emergency. It gives our staff, volunteers and interns significantly added security, as the company can keep operating and supporting projects during times when there are low numbers of volunteers.

IN SUMMARY

- Accommodation
- Food
- Donations to Placements
- Equipment and materials
- Insurance premiums for individual participants

Operating a business that achieves social goals

We believe that it's possible to make a meaningful difference in the world and run a successful, profitable and efficient business. We've learned that being a for-profit business gives us certain benefits:

We do not have to spend our time and energy trying to fundraise or rely on erratic donations. This allows us to focus on our projects, ensuring that they are safe and worthwhile for our volunteers and project partners.

Our way of working drives us to grow, while connecting socially responsible volunteers and interns with effective projects in developing communities. Through this, we hope to grow from a small business into an international powerhouse working on worthwhile projects, which make a positive difference to the lives of hundreds of thousands of people in these communities.

Our mission is to encourage young people to volunteer for worthwhile work in Uganda and other developing countries. We expect that doing this kind of voluntary work will in time become the norm. As more and more people join us, we aim to create a multi-national community with a passion to serve, to learn, to understand, to teach, to inspire, and to be inspired.

No matter the project

All your fees go towards one goal

POSITIVE IMPACT ALL OVER THE GLOBE



www.avellasights.com/voluntourism