of European
Voluntary Service
Organisations

ANNUAL REPORT

2015

Erasmus+

COUNCIL OF EUROPE

CONSEIL DE L'EUROPE

Contents

Introduction

Dear readers,

It's my pleasure to introduce you, for the second time as General Secretary, the Alliance Annual Report.

This year (2015) has been a successful year in the life of our network and in this document you will find a clear picture of all our activities, projects and democratic life.

Here I will only mention few of them, in particular the Alliance Long Term Training Course "Workcamp Studies - Quality education for trainers of youth leaders in the field of International Voluntary Service" supported through the framework of Workplan by the European Youth Foundation of the Council of Europe:
Activity 1: Induction Seminar
"How to learn: workcamps as structured methodological and pedagogical tools" - February 2015 (France)
Activity 2: Training of Trainers
"How to teach: workcamps as structured methodological and pedagogical tools" - April 2015 (Italy)
Activity 3: Practice Critical Evaluation meeting
"How to evaluate: workcamps as structured methodological and pedagogical tools" August - September 2015 (Austria)

This LTTC has been an impressive example of non formal education and intercultural learning process inside the network with the active involvement of members, working groups, committees, volunteers, facilitators, trainers along all 2015, with an important impact on the quality of Alliance Members' projects and activities.

I'm confident that the results of the LTTC (for instance the consolidation of the Pool of Trainers) will raise standards of quality of our common projects and Alliance Members will multiply the beneficiaries of the 2015 workplan in the next years.

This Annual report will show you the great participation, not only in terms of numbers, of Alliance Members in all our working groups, committees, events, campaigns, regular activities (GA and other statutory meetings). This is a really positive trend in our network life, representing, in my opinion, a reference point for other IVS networks.

However many internal and external issues and challenges are still evident in this Annual report: the decreasing number of volunteers, the financial crisis (affecting most of our countries since several years, having a great impact on our volunteers, local communities and partners), the refugees "crisis", the reappearance of borders in Europe and increasing popularity of nationalistic and extremist movements. These challenges are affecting our societies, and our network needs to find new strategies to face them in the near future. Perhaps an answer to many of these issues is already in our activities and probably we need to raise our voice and stand for a better recognition of our work.

I hope from this report you will get not only an overview of our annual activities but also a starting point for reflection on these global issues.

Enjoy the reading.

Stefano Varlese
General Secretary of the Alliance

Statistics

The data related to the year 2015 are not available at the moment of publishing this report, and will be issued with the Activity Report 2016.

Statistics 2012

***Member organisations at the end of 2012*: 48**

Volunteers

Volunteers participating in workcamps abroad and in their own country**: 17306**

Gender ratio
62,2% female
37,8% male

Age of volunteers
under 18: 9,7%
18 - 30: 85,9%
31-50: 3,8%
over 50: 0,6%

Destination of volunteers
Europe 75,2%
Asia 20,9%
Americas 3,9%

3,8% of volunteers with fewer opportunities

Projects proposed

Number of workcamps: 1331

Main Types
32,2% Environment
29,2% Renovation
12,4% Cultural/Festival
7,7% Kids
18,6% Other

5,4% Camps for teenagers

Mid and long term projects
Volunteers sent: 1314
(EVS: 33,6%)
Volunteers hosted: 656
(EVS: 43,8%)

1686 camp leaders

347 persons staffed by Alliance members to run the workcamp programme

Statistics 2013

***Member organisations at the end of 2013*: 50**

Volunteers

Volunteers participating in workcamps abroad and in their own country**: 15184**

Gender ratio
63% female
37% male

Age of volunteers
under 18: 12,3%
18 - 30: 82%
31-50: 3,4%
over 50: 2,3%

Destination of volunteers
Europe 75,1%
Asia 20,2%
Americas 4,8%

2,82% of volunteers with fewer opportunities

Projects proposed

Number of workcamps: 1338

Main Types
30,1% Environment
29,4% Renovation
8,4% Kids
7,8% Cultural
24,2% Other

5,7% Camps for teenagers

Mid and long term projects
Volunteers sent: 2254
(EVS: 21,7%)
Volunteers hosted: 718
(EVS: 32,7%)

1687 camp leaders

187 persons staffed by Alliance members to run the workcamp programme

Statistics 2014

***Member organisations at the end of 2014*: 50**

Volunteers

Volunteers participating in workcamps abroad and in their own country**: 14339**

Gender ratio
64% female
36% male

Age of volunteers
under 18: 13%
18 - 30: 82%
31-50: 4,5%
over 50: 0,7%

Destination of volunteers
Europe 75,3%
Asia 16,8%
Americas 4,4%

3% of volunteers with fewer opportunities

Projects proposed

Number of workcamps: 1198

Main Types
29,1% Environment
24,9% Renovation
8,5% Kids
6,0% Conservation
31,5% Other

6,5% Camps for teenagers

Mid and long term projects
Volunteers sent: 1809
(EVS: 30,5%)
Volunteers hosted: 1103
(EVS: 31,4%)

1448 camp leaders

**324 persons staffed by Alliance members to run the workcamp programme**

What is a workcamp?

Since 1920, international voluntary workcamps represent a unique form of voluntary service: they bring together people from different backgrounds to work for micro projects that benefit local communities.

Workcamps are the main common tool that Alliance members use to work with and for young people and local communities. Even if they are organized and managed by the member organisations, without the Alliance network's standards, policies and networking activities, they wouldn't be part of an IVS movement but individual random activities.

A group experience

Workcamps provide opportunities to explore the potential of an international group to work, learn and act together. The group experience is a commitment to work out decisions and problems together. The work is important and not a mere occupational time: all projects answer real local needs, with strong expectations by the local communities hosting the groups of volunteers.
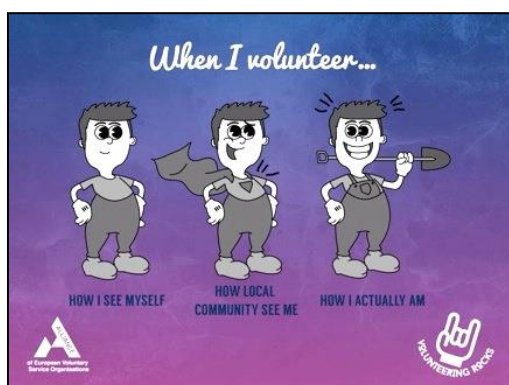
The volunteers

Most workcamps host between 6 and 20 volunteers during 2 or 3 weeks. The group gathers various nationalities and backgrounds. Around 85% the volunteers are between 18 and 30 years old with a majority of female participants.

Food and Accommodation

The group usually shares the tasks of cooking and cleaning in rotating shifts. Accommodation depends on the local possibilities and can be provided in hostels, schools, camping sites etc.

Is it all work?

Workcamps, apart from primarily addressing local needs, also provide opportunities for informal and nonformal learning to the volunteers and the local hosting communities: intercultural competences, autonomy, communication, problem-solving, active citizenship... this is the kind of learning that happens when international volunteers meet local communities and work, live, have fun together![1]

Workcamp leaders

Workcamp leaders prepare the project, facilitate the life of the group, lead the work and create links with the local community. They are the heart of the project, and have a special attention to the individual integration of all volunteers into the group life.

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[1] Information extracted from the research "Changing Perspectives" on the impact of IVS workcamps - www.alliance-network.eu/?p=3108

Management of the Alliance

"IVS against climate change", getting ready for COY and CoP in Paris - November 2015

The Alliance organises its internal life and management according to its Constitution and the Standing Orders approved by the General Assembly of the network.

According to article 5.1 of the Constitution the **Executive Committee** (EC) shall be in charge of the management and the operation of the Alliance in accordance with the decisions of the Alliance in the General Assembly.

No member of the Executive Committee may serve on the Executive Committee for more than six consecutive years in a core position, and not more than seven consecutive years in total in the Executive Committee.

The mandate for each position lasts for two years, with the exception of the mandate of the Additional member that lasts for one year.

In order to preserve a certain balance, the President, the Treasurer and the Vice-President for External Relations are elected one year and the General Secretary and the Vice-President the following year.

All members of the EC are working voluntarily and meet five times per year. Between the meetings the EC members work very intensively on their personal tasks and use internet for communication.

During the meetings the EC is going through the Alliance daily life, that means the EC discusses the running or planning of events and projects, the financial situation, communication with members and working groups, strategic questions and relations with other regional and international networks. The meetings are important for the exchange of views among members and for the planning of future events/projects and evaluation of past events/projects.

After the General assembly held in Ueckermünde (Germany) in November 2015, the EC is composed by:

Mattia Lolli - President - Legambiente (IT)

Jelena Ristic Beronja - Vicepresident - YRS-VSS (RS)

Stefano Varlese - General Secretary - YAP IT

Martin Avila - Treasurer - Xchange Scotland (UK)

Jana Gander - Vicepresident External Relations - VJF (DE)

Yulia Utenkova - Additional Member - W4U (RU)

The **Alliance Working Groups and Committees** carry out most initiatives of the network. This was a result of the will of the members to be more involved in the Alliance work, to develop new topics, and to increase the quality of cooperation: sharing of expertise, mutual support and the development of joint training activities between the members are the means to achieve those goals.

The biggest outcome of this, is that a lot of members with their young staff and youth workers *actively participate in the life of the network*. In 2015, they reached the total number of 79 individuals involved, a number that is increasing year by year.

Working Groups and Committees apart from promoting Alliance main principles, are also responsible for the implementation of the Plan on Action of the network as well as to develop initiatives and bring their ideas and proposals to the GA to be voted.

In 2015 the Alliance had the following working groups and committees:

- Access4All Working Group
- Alliance Development Committee
- Environmental Sustainability Working Group
- External Relations Committee
- Staff Development Working Group
- Training Needs Working Group

These working groups organise their own work, implement meetings and seminars, and prepare workshops and training sessions during the Alliance events. The Alliance Vicepresident is responsible for the co-ordination between the working groups and committees.

At the General Assembly 2015 members decided the creation of three new provisional bodies: the Global Action task force and the Task force on Gender Equality. A third provisional body, the Task Force on a new Membership Fee System, received the mandate to continue working in 2016. Specific tasks are assigned by the GA to these groups for the year 2016.

Since 2005 the Alliance also has a larger management body – the **Management Committee** composed by the EC and the coordinators of all Working Groups and Committees of the network.

In order to boost the participation of the member organizations, in 2012 the network organized the first **Joint Meeting** that gathered at the same time the Executive Committee and all the working groups of the network. Since its institutionalisation by the GA 2014, the Joint Meeting has taken place also in 2015, in Vienna, right after another important Alliance event, the last part of the Long Term Training Course for trainers of camp leaders.

As European NGO and cooperative platform, gathering independent national youth organisations, the Alliance found that this management structure allows all members, even small organisations, to be involved in such international network. Members are very active in taking responsibilities, and most of the initiatives and campaigns are carried out by members with the support of the EC and the Secretariat. This light management is adapted to our present development and keeps the Alliance an efficient and friendly cooperative network.

The former and new Alliance Management Committees at the end of the General Assembly 2015

The Alliance Executive (EC) and Management (MC) Committees held the following meetings in 2015:

Meeting	When	Where
EC	Rome, Italy	17-19 January
EC/MC	Yerevan, Armenia	26-27 February
EC	Tinos, Greece	6-7 June
EC/MC	Vienna, Austria	3-5 September
EC/MC	Ueckermünde, Germany	3-5 November

The Secretariat

Since September 2011 the Alliance established a secretariat in Athens, hosted in its office by Citizens in Action. Currently there is one full time person working as Alliance Secretary to support the organization of all the initiatives and activities of the network.

The decision of establishing a secretariat is part of a coherent strategy of enlargement and amelioration of the network activities in favour of its members. This person, in fact, is not only in charge of the administrative tasks previously covered by the Alliance Administrative Assistant, but also in the preparation of projects applications and other activities specifically assigned to this position by the GA.

Apart from the Alliance Secretary, the second permanent paid staff of the network is the Financial Assistant, which is hosted by the organisation holding the Treasurer position and has the responsibility to help the Treasurer in carrying out his duties.

The GA 2015 decided to establish a third part time staff position, the Course Director, in charge of coordinating the preparation and implementation of the Long Term Training Course, coordinating the Alliance Pool of Trainers and monitoring the implementation of the Educational and Training policy paper, in cooperation with the relevant appointed bodies and elected positions of the network.

Executive Committee Report[2]

Overall Introduction

(President, Chrysafo Arvaniti, C.i.A.)

Dear members,

2015 has been a busy year, a tough year and a great year for the Alliance!

The last 12 months, since the 1st Alliance Congress and GA 2014 have been some of the most active in Alliance's history. The number of volunteers and organizations involved as well as the number of projects developed and their results, are to be found at the respective reports of all EC members, as well as at the ones of the Working Groups and Committees.

This report cannot be exhaustive, as it is not easy to put every single activity in words, but it highlights the key issues, Alliance was engaged in, especially through the work of the Executive Committee. There are some shortcomings but mainly there are results we, as a network, can only be proud of.

Above all, there are a lot of "told" and "untold" volunteer and personal stories that inspired us, of how we can bring change and make a difference for individuals and communities, by empowering them to take over an active role as concerned citizens.

However, looking around us, we also see the world becoming more complex at all fronts; with more conflicts; the largest number of misplaced people since World War II; more environmental threats…

This demands that we become more innovative, more creative, more united and "solidair", as well as more determined to bring the strongest impact through our work in volunteering! Alliance is a cooperative network, and the need for networks like the Alliance is today, greater than ever!

As this in the last EC report introduced by myself in the position of the Alliance president, a bit before the end of my 4-year in total mandate, I would like to thank you all for the responsibility that you gave me and the trust that you showed me in all these years. It has been a "learningful", a meaningful and a life transformational experience for me. Above all, it has been a privilege to be part of something so extraordinary!

And since the thanking part started, at this point I would like to close by thanking our volunteers around the world who participated in our projects; the Coordinators and members of Working Groups and Committees as well as the Executive Committee team; the Alliance Secretary Giovanna Pignatti Morano and Course Director, Xenia Koutentaki for their daily support; Jelena Ristic Beronja and Gregory van de Put, who have made enormous contributions while being at the Executive Committee and who will be greatly missed; also all of you, for keeping Alliance's "volunteering" mission alive!

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[2] This section contains the 2015 reports of the Executive Committee approved by the Alliance General Assembly.

Vice President report

(Vice president, Jelena Ristic Beronja, YRS-VSS)

This year's Vicepresident's report on the past events and projects of the network I have prepared in a new format, so to make it easier to follow up what has been done, by a newcomer as by an experienced member. It offers a more objective analysis of what has been done throughout the year, what trends are set and how high is the involvement of the members in the life of the network.

In my point of view, the activities presented reflect well the strategic approach of the network set at the Congress 2014, the administrative approach to safeguarding the network and, above all, the cooperativeness of the members, once again confirmed.

Here are just some major indicators of a successful Alliance year:

- 8 projects and events of the Alliance were organized and hosted by 8 members;
- 1 long term project (I'VE) where Alliance is a partner and 3 new projects applied by members giving the Alliance the same partner role;
- 110 participants were involved in Alliance events and projects from more than 80 organizations, not to mention the management of the events;
- 3 groups of internal meetings were held: Joint Meeting, EC/MC meetings, PoT meetings
- 6 Working Groups and 3 task forces gathered 89 people
- We have strongly reflected our priorities through implementing the two campaigns: the Accessing Campaign and the Environmental Sustainability Campaign and especially through the first complete Long Term Training Course has been finished with 18 young trainers of camp leaders trained to guarantee the standard of quality of members' trainings

of camp leaders (special thanks to the first ever Alliance Course Director of LTTC, Xenia Koutentaki and a "spice to Alliance meals" in the past 3 years, TNWG coordinator Dusan Milojevic).

As you can see from bellow tables, the activities from the Plan of Action 2014-15 have been realized in their entirety. All the project applications were successfully submitted and all were approved, as were all the reports of the year. Alliance members are active and empowered and together we have proven this year to be accountable to the decisions and big words spoken at the Congress 2014 – we are getting there by doing very big steps!

However, big steps ask for at least as big an adjustment in managing the workload. Here we struggle still, in the EC as well as the MC and Working Groups. The GA 2015 and the year 2016 should be a year of innovative solutions to workload distribution.

2016 will be the last year of my mandate as the Vicepresident. As all the people before me and after, I have tuned the position to the needs of the network for the given period but also my personal interests. I have been enjoying in the past 5 years building structures through numerous project applications so to allow our ideas to move forward and get realized. None of it would be possible without such a big involvement of all of us. However, the risk of staying more than 2 mandates in the EC is to manage a smooth transition and passing over to the new Vicepresident. I am committed to finding innovative solutions in 2016 to distributing the workload of the VP position and to invest in personal capacity building of anyone willing to join the new EC in 2017.

Thank you for the trust invested in me to do my part in securing the network and bringing it forward.

Financial Report

(Treasurer, Gregory Van de Put, CBB)

Dear friends,

This is my fourth and last report as ALLIANCE treasurer. As announced at my re-election at the GA2013, I won't trust a 3rd mandate in the EC and am leaving the position free to anyone interested and motivated to take over these responsibilities. Four years spent as treasurer of the network, it represents a lot of extra work, a lot of new tasks, a lot of meetings, a spicy recipe of stress, risks, concentration, moves and excitement. It represents also a very strong and personal experience. These four years were a chance to work in team with wonderful colleagues, in the EC and at the secretariat. It was a chance to develop a specific relationship with each member and their representatives. It was a chance to know in such a deeper way our field of action, the one of the international voluntary service organisations. It was a chance to work for our common good, or at least, for what I perceive as our common good. It was a chance to learn and to develop again and again new skills and new knowledge.

So, my dear friends, I would like to thank you again very much for your trust and the opportunity you gave me to live this experience.

But now, let's focus on what is important for a treasurer: figures, euros and financial analysis.

Accounts 2014

The financial year 2014 can be qualified as exceptionally good and lead to the constitution of new reserves for the organisation.

These reserves are today allocated to the securing of ALLIANCE administration; which means that they are available for our best use the day our usual incomes (operational grants and fees) would be delayed or blocked.

The exceptional financial result of the year 2014 can be explained as conjunction of three factors:

1) Increasing of members and partners contributions: When voting the budget 2014, there was no information about the future of the EU operating grant. Due to this lack of security of funding, and with a view to the ambitious plan of action ALLIANCE had for this year, the members accepted to raise extraordinarily their membership fees of 240€ each and to cancel the upper limit of 1000€ of fee. Additionally, it was decided to ask for a contribution to the partners and guests who attended our technical meeting. Consequently their huge efforts, the direct incomes received from the organisations involved in ALLIANCE (or surrounding it) increased from 28352€ to 43511 €.

2) Increasing of the (operating) grants: in the context of adoption of the new ERASMUS+ programme, the operating grants from the European Union were threatened to disappear, but the reality turned out to be much more positive. A late call for application (end of January 2014) lead us to a late confirmation of grant (June 2014), but a very good one: ALLIANCE received a proposal of grant of 50000€ (the ratio of co-funding obliged us, nevertheless to diminish this amount to 40000€ in our final result). With more anticipation, the European Youth Foundation had also adopted a new funding scheme. Treated well on time, our applications resulted on another increasing of public funds: 166910€ of administrative grant (+ 6908€ compared to 2014) and a Work Plan supported up to 45000€.

3) Very strict savings and consequent decreasing of our meeting costs: until June, we did not know about the positive result of our EU grant. Consequently, we followed our decision to diminish as much as possible our meeting costs (-

15474€ compared to 2014). This was possible thanks to the generosity of members (eg : YAP IT who provided all the accommodation for the 1st EC meeting).

Beyond the financial results, 2014 resulted to be a very active year, mostly dedicated to the internal life of the network and the empowerment of the partnerships between its members. ALLIANCE financially supported, in a consequent way, a vivid participatory process in order to reach a common vision on our strategic plan for the next 10 years: a preliminary seminar, a study visit, a joint meeting of the working groups and, the main dish as well as the cherry on the cake, the 1st congress ever organised in ALLIANCE. Thanks to the good result given to its appeal to public funds, ALLIANCE could intervene directly in the costs of these meetings in an extensive way compared to its previsions. Concretely, it means, between other measures, that it could invite the attendees to the congress (lodging and travel costs at least partially covered) and, by that way, to redistribute (for a part) what had been given at first hand by the members in terms of fees. It should be noticed that it was the 1st time that ALLIANCE was able to sustain in such extend the participation of its members to a meeting.

Overview of 2015

At the time of writing this report, the financial year 2015 is far to be closed. Our current observation of the budget permits us, however, to attest that we are again in a positive situation.

We are receiving a similar support of the European Youth Foundation than in 2014 (16910€ of operating grant and 45000€ for the implementation of a workplan).

In 2015, we are also receiving a similar support of the European Union (50000€ of operating grant), within – and this is an impressive positive asset compared to our past habits – a partnership framework which should allow us to receive the same sustain in 2016 and 2017.

Both granting opportunities were communicated well on time by the funders and it permitted us to organise in the best possible way the planning of our activities. We could largely support the organisation of our 1st long-term training course: 24 trainers of trainers for camp leaders have received an extensive learning experience thanks to the support of ALLIANCE. We could also organise a joint meeting of the working groups, with a high level of participation (each group was complete). We are also able to support in an extended way the participation of the members to our general assembly, by proposing a reinforced coverage of their costs of participation (doubling of the usual support).

In summary, 2015 should end up in being the year when the members received the most from ALLIANCE, in term of finances without having to touch to our reserves. We are very happy that this can be implemented.

Some statements to be shared and discussed

I spent the four last years as treasurer of ALLIANCE and it is already confirmed that at least 3 of these 4 have ended with a financial positive result. So, obviously, you can imagine how much I've been an happy treasurer. An happy one, but who deserves so much to the incredible work provided by all the EC and the secretariat, as well as to all these member organisations and their representatives who develop the cooperative dynamic of ALLIANCE and bring its projects forward. Without the energy given by these persons in launching ideas, proposing initiatives, designing and implementing projects with a rare ability, writing high quality application and ensuring their perfect administrative follow-up, I would most likely have passed by much more difficult times.

After 4 years of mandate, I would like now to conclude with some statements, that I learned from the experience and the lecture of our past loss and profit accounts:

1) A false believing, time to time heard in ALLIANCE, should be pushed out: administrative costs are not constantly increasing and did not especially increased in the very last years.

2) Operating grants and administrative costs are linked. The grants permit to cover the administrative costs (secretariat and constitutional meeting costs), but the fact to concede these costs permits to obtain the grants.

   AND

3) When ALLIANCE is financially supported for its administrative costs, it is also able to develop more cooperative projects and events. The graph bellow shows clearly the link between the administrative costs and the operating grants. Lesson learned: to invest in a secretariat was a fruitful decision in order to allow our regular access to administrative grants.
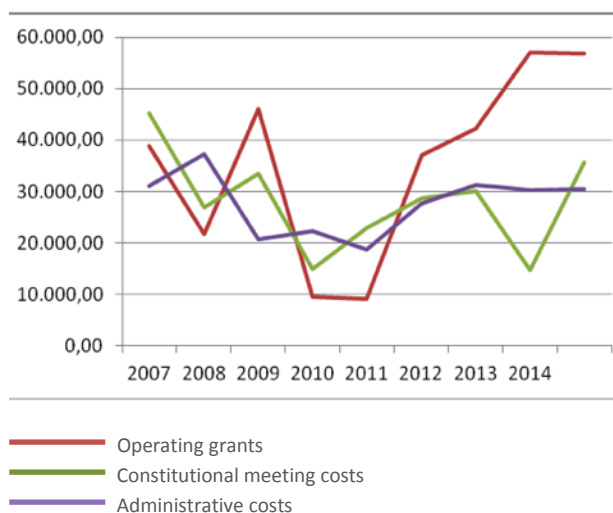
The graph bellow shows that the administrative costs only increase in a very limited proportion, when the expenses invested in projects increase consequently. Lessons learned from this graph: **a) to have a regular access to administrative grants secures the development of cooperative projects**. **b) International voluntary service organisations and**

their publics are the final beneficiaries of this situation, as they are the ones involved in the projects.
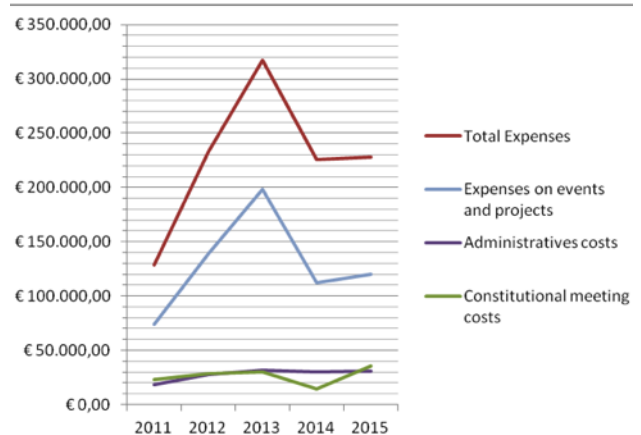
In summary, what I am keeping as conviction from these 4 years spent as treasurer, it is that the member organisations have interest to believe in and to invest (in time and in finances) in ALLIANCE. The organisation is, before anything else, a network that lives for and by its members. But the network, the members, never receives more from the organisation than when it gives it the means to stand up and to assume its responsibilities.

It is a clear matter of fact that all our organisations do not have the same resources and cannot participate in an equal way to the funding of ALLIANCE. By foreseeing different level of fees, our current procedures are already taking this situation into account. A new membership fee system linked to clear economic factors and not, or not only, to statistics of volunteers exchanges, should however make it in a more appropriate way, because better adapted to the context in which the organisations develop their activities. This new membership fee system should also shows flexibility and an ability to be adapted accordingly with the needs that ALLIANCE can face year after year: ability to secure a basic functioning, ability to develop ambitious plans of action, ability to make a change in the current social, politic and economic situation.

With my best regards, and a very big and personal thank you to Chrysafo ARVANITI, under whom presidency, it was a real pleasure to work.

Secretariat Report

(General Secretary, Stefano Varlese, YAP Italy)

This year was my 1st year of mandate as GS of Alliance and I want to express my gratitude to the former GS (Marcello from Lunaria) for supporting me in the transition period and to the Alliance Secretariat Staff (Giovanna) that ensured an efficient and professional support in most of the daily tasks of this EC position.

The role of Alliance General Secretary is to manage the general means of Alliance to fulfil the Plan of Action. GS acts as a link between EC members in the period between EC meetings and between EC and members in the period between Alliance meetings.

Nowadays many GS's tasks are daily managed by the Alliance Secretariat:
- prepares applications and reports for administrative grants
- maintains up-dated version of the Constitution
- writes and spreads the minutes of the EC meetings
- keeps the archives up to date
- ensures proper registration of official Alliance's documents
- keeps an up to date list with addresses of Alliance members, partners, and guests
- distributes information to the members
- update of Alliance web site

You can find more specific info about these tasks in the Secretariat Report.
So in this report I will only add some short highlights and comments.

Website and Communication

In January 2015 Alliance website and mails moved on a new server. The Alliance website is a strong tool not only for external visibility but also for internal communication, we invite all the members

to use the private area where all the documents and report are always accessible ensuring transparency and democracy in the life of the Network. Some new function were added to the website such as a Calendar of Alliance'Activities where is always possible to find information about our upcoming events. Other important update in the website is the translation of the Alliance Quality Charter in 7 different languages: (Spanish, Italian, Serbian, Czech, Turkish, Ukrainian, French). After long time of preparation the guidebook are updated and we have the online version ready.

Statistics

Due to some technical problems, the online tool was ready only in May so for most of the members was impossible to fill the online form in time. Now the online tool is ready and working properly, so we will be able to collect the 2015 statistics before the next workcamp seasons, but I think we should also consider the possibility to have a stronger cooperation among the different placement tools and use the same method to collect automatically statistics data, have easy and more correct data, also considering the strong need for our network to have a qualitative analysis of the data.

Follow up of the constitutional changes approved during the last GA (Board of Arbitration and Partner Evaluation)

These tasks were implemented thanks to the great support of the ADC and SDWG.
About the Partner Evaluation, this year we will start to follow the new procedure for partners at GA, we recognized that was impossible to proceed in 1 year with the evaluation of all the Alliance Partners so we decided to start with 5 partners.

Grant applications (more specific info in my colleague's reports)

In February was submitted the final report of the Workplan 2014 to EYF.
March: interim report of EYF admin grant 2014-15.

May: final report of EACEA admin grant 2014
May: interim report of EYF Workplan 2015 (LTTC)
September: application for EYF admin grant 2016-17
September: application for EYF workplan 2016

Some reflections about TM

Most of the time before the TM was dedicate to the communication with Partners and Guests.

On this side, we can recognize as a trend that most of the guest candidatures are sent to the GS after the GA and the EC taking a decision according to Art12 of SO.

In particular this year we received candidature for Guest status also few days before the GA.

The Tutor system for new Guest is still not working properly and in same case new guests at the end didn't come to the TM. For this reason the GS is working on internal guidelines for EC to invite guests after the GA considering also that the invitation list should be adopted by the GA and only ion exception case the EC should invite new guests.

Some reflections about the next GA

This year we had not only working groups and EC/MC working all over the year to the plan of action, but also several task forces and steering groups (New fee system, Impact Assessment, Placement tool, etc). Several online survey were launched from them and also from the working groups.
In my opinion it represent an interesting dynamic, showing a really active and participatory network and also the result of the huge work done during the Congress and the last GA. At the same time the online tools probably are really useful for collect data but not to discuss or share opinions.
Probably there is a need to have more time for exchange idea and experiences during our meeting GA and at the TM (the Joint Meeting was on this side a strong example

of cooperation among working groups) and we should reflect together how to change the structure of the GA and of the TM in order to respond to the members' needs and guarantee a participative and democratic decision making process.

Report on External Relations

(Vicepresident on External Relations, Kristine Roke, SJ)

The main aim of the Alliance representations is to promote the concept of International Voluntary Service, to spread the values of the Network and to contribute to the quality improvement in the field of IVS and other Non-Formal Education activities and programmes. In this process and the participative structure the role of the VPER is to work closely with the ERC, to maintain the relations and cooperation with the IVS networks (CCIVS, NVDA, SEEYN, SCI, AVSO), represent the Alliance and to support the representatives on behalf of the Alliance towards the Youth Forum Jeunesse and other partners.

What has been achieved

Alliance has been represented at several events at European level by me as VPER and different persons involved in Alliance working groups and external Relations Committee.

Youth Forum Jeunesse
I may say we have managed successfully represent the Alliance at YFJ statutory meetings (Council of Members and GA) with 2 representatives. It is a duty for the Alliance as member to participate at these meetings but it is also an opportunity to be taken to raise our voice to European level. This is the place to take stand about the political situations in Europe, challenges and injustice young people are facing today. For example this year we could contribute to statements on the situation in Ukraine, joint statement on refugee unacceptable treatment, or lobbying on Long Term Visa for volunteers, interns, students. These are some examples and there so much more to do.
At last CoMEM in April in Brussels new board was elected which has started its work and proposed some procedure changes. One of them is the cancellation of thematic al working groups as such. They

are replaced by thematic Networks which are meant to be more inclusive mainly working on-line on Yammer (www.yammer.com). Alliance is member of the Network on Mobility and Network Against Climate Change.

YoFest

Alliance was represented by 3 members of the ERC in Brussels May 6th.
More about the event to be seen in the ERC report.

Advisory Council on Youth of Council of European

This was my second and last year of the mandate 2014- 2015 in the **Advisory Council** which allowed me to participate as well at the European Youth Foundation **Programming Committee** assessing the grants and working on the EYF priorities.
The AC is made up of 30 representatives from youth NGOs and networks who provide opinions and input on all youth sector activities. It also ensures that young people are involved in the CO-management system and other activities of the Council of Europe and their voice is brought up to the European institutions.
Two Advisory Council meeting followed by Joint meetings (AC with the representatives from the CoE state youth and education ministries) take place every year. Up to now I attended one of these meeting and one more to come in October.
Trough the AC Alliance was represented as well at the Programming committee meeting June 2014 and one is still coming in December. Alliance is part of a very small working group preparing a document on Volunteer Time Recognition for the next PC meeting with the aim to extend the trial of 2 years including the Volunteer time in EYF grant applications.

International Voluntary Service Networks

As VPER and with support of AM and Coordinator of the ESWG, I attended 2 Global Leaders Meetings gathering the representatives from the IVS Networks.

Usually the networks represented are CCIVS, NVDA, SCI, ICYE. This year we dedicated most of the time of these cooperations working on Raising Peace – Human Rights and Peace common resolution, Freedom of Movement statement and COP21 with its' side events as important as the COP itself. Some other important topics are on the agenda such as IVS Impact and common campaigns, promotion of the campaigns of other IVS networks, for example https://raisingpeace2015.wordpress.com.

Not achieved

The application for the AC.
Implementation of strategic representation plan – still in process. This task demands more time, consultations within the Alliance. Relations with current partners and Institutions are followed up and Alliance is represented at different events. However we should identify new institutions, partners of interest according to our priorities. The representations has to be focussed, well prepared and coherent with the Alliance priorities.

Challenges

From one hand the Alliance has been represented and participated in many important events regarding the IVS, Non-Formal education, inclusion, freedom of movement on the other hand much more opportunities are present. The challenge is to prioritise the actions, instances we believe Alliance should play important role and find the appropriated means for meaningful Alliance representations in coherence with the Network.
Going in the line with the strategic plan of representations, expanding the relations of the Network adapted structure will be needed as well in order to fulfil the PoA in appropriated way satisfactory for the Alliance.

Additional Member Report

(Additional member, Mattia Lolli, Legambiente)

Achievements

- Support the WGs in the Alliance Campaigns promotion

- Drafting a promotion strategy for Alliance Campaigns

- Support the President, VPER and ERC in the draft of the Alliance communication and visibility plan

- Follow the activity and be contact person for the ESWG

- Support the President in following the activity of ADC

- Participation in the Global Meeting in February in France and development of the common campaign "IVS against climate change"

- Support the ESWG in the elaboration of the representation strategy for the COY and COP in Paris

- Development of a draft proposal for solidarity fund

- Support the EC in the implementation of the Congress resolutions

- Participation in the EC meetings

Not reached

- Definition and implementation of a clear and effective promotion strategy for all the Alliance campaigns

- Elaborating an agreed and shared proposal for the solidarity fund

Challenges

- Elaborate in the next GA, and then implement a clear and well defined, step by step, communication plan for the Alliance campaigns

- Create the right context for discussion among the Alliance members about our role and possible actions in the various humanitarian, civil, environmental and social-economic crisis that are happening in the world

- Strengthen the internal and external communication of the Alliance, increasing the opportunities and awareness of members active participations to Alliance management and life

Reports of Working Groups and Committees

Alliance Development Committee (ADC)

The Congress and the GA in 2014 outcomes shaped the ADC plan of action, with a long list of tasks to fulfill the needed dev elopements.

Thanks to an unexpected number of members and to their dedication to the mission assigned by the GA we could reach almost 100% of the PoA objectives. Of course some delay occurred: the Joint meeting in Vienna was a success in terms of finalization of the different activities we had to implement.

It was unfortunately not possible to organize an extra meeting, thus the ADC met at TM 2015 and at JM 2015. A Skype meeting was done in July 2015 to recap the different chapters and confirm the tasks assignment so to smoothly prepare the meeting in Vienna.

Involvement Programme (aka Coup the Coeur)

The GA 2014 decided to launch a new capacity building programme to support the Alliance membership policy. The ADC was tasked to design and launch the programme, that was originally planned to start before the summer. The final version of the programme design was finalized before the end of the summer, and the launch is planned to be in September.

Partnership reconfirmation

The GA 2014 renewed the partnership status: now every 5 years the members have to check, assess and reconfirm the partnerships. The ADC was responsible – jointly with the SDWG – to prepare an assessment form to allow the members in their discussion about the quality of the partnerships and to ease the reconfirmation process. The form was finalized at JM in Vienna, and will be used in the preparation of the GA 2015. A new form for partners applications was prepared.

Board of Arbitrators

The ADC was asked to support the Executive Committee in the establishment process of the new constitutional body, expected to have a role in the conflict management system. This support was provided by giving advices and preparing a short guidelines about the identification of the relevant conflicts and their management and about the procedure to report the BoA activities.

Exchange System

The ADC was responsible to explore members practices and opinions about the actual exchange system and the recent dynamics. A successful survey was conducted among the members (36 of them took part) and a good source of information was analyzed to prepare a report. This report is expected to be delivered before the next GA and will ground the discussion of the members during a workshops proposed by the ADC at next Alliance Day.

IMPACT of IVS

The ADC supported the Impact task force in finalizing its plan of actions by working on the IMPACT tools survey, launched on 7th Sept to members and partners. This survey will help the organization of the workshop at next AD so to reach an agreement of a long term strategy.

The ADC members were also in contact with other WGs and Tasks force and supported the Alliance PoA giving comments and contributes.

Generally speaking the Congress follow up was truly a priority. Some frustration to work on very technical tasks when enormous events were effecting our world led us to open a discussion with the ERC about the opportunity to find more space within the Alliance to discuss, share and be active in the outside world, mainly about peace, human rights and solidarity. In Vienne we decided to foster the interest of the members towards the establishment of a new working group to support the members in being more active and concrete.

Marcello Mariuzzo, Lunaria
ADC coordinator

Access for All Working Group (A4AWG)

"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their colour."

Maya Angelou

The A4A Working Group 2015 consisted of 17 members of 16 member organisations and 11 countries. More concretely, the A4AWG was supported by the following organizations: ALTV, CBB, CBF, Concordia France, De Amicitia, ELIX, Grenzenlos, IBG, INEX-SDA, Legambiente, Lunaria, SJ, UNAREC, WS, YAP-IT and YRS.

The highlights of our work this year are:

<u>Access for All Campaign</u>

In 2015 24 organisations have joined the Alliance Access for All Campaign and have opened more than 220 camps for volunteers with fewer opportunities.

Within this season and through the participating organisations we could **send 162 accessing volunteers** to camps abroad, **include 430 local volunteers** in our projects and **host 191 international volunteers** in our camps. Additionally 91 accessing volunteers have participated in other voluntary actions than camps.[3]

The statistics of the last years show that the number of volunteers sent to camps has stopped to increase rapidly whereas the number of local/national volunteers hosted has increased a lot. It seems that the inclusion of accessing volunteers in an international environment but in a familiar context brings a new potential and aspect

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[3] These numbers include the majority but unfortunately not all organisations who have joined the campaign. Additionally we could include two organisations who have not joined the campaign but still included accessing volunteers in their activities

to the inclusion of accessing volunteers. Nevertheless we want to continue to focus on the international exchanges within our network and camps. One way to address this is the reshaping of our campaign:

For many years the working group has run an access for all campaign in this frame and asked organisations to open their camps for volunteers, who need special support. This was and is an important part of the aim of our network to become an inclusive network that provides international volunteering experiences to a diverse society. However we think that there is a time to change the focus of our campaign to invite even more organisations to join and through this create a broader knowledge and acknowledgement of international workcamps as a valuable tool to make people feel and live inclusion and diversity. Therefore we have decided to reshape the campaign for 2016.

This process was a very challenging one, as a lot of great ideas came up and we try to include all of them but still keeping it simple.

Mission Vision Process – Policy Paper

Last year the Working Group has started a process to reshape/refine the mission and vision of the Working Group in order to have a clear message inside and outside of the group and network. We have started with an online consultation of the working group members and have analysed the answers of everyone participating. The analysis has brought up a lot of treasures and food for thought for the working group. We've agreed on principal values like Diversity, Peace and Mutual Understanding, Inclusion as a Tool for improving Society and of course IVS as a Tool for Learning.

With the finalised process of our mission and vision and the new campaign in mind we have had to take one more step and update our accessing policy paper to include the developments and changes in the last years.

The outcome of this analysis was taken as the base of the rewriting of the policy paper, which will be presented during the GA in Germany.

Training to improve inclusion work

As planned for 2016 the A4AWG has applied for a training course in order to facilitate the inclusion work of member organisations. CBB is going to host the training in the beginning of October in the name of the working group.

An important step in the creation of the training was the approach to the topic. The whole working group was involved in the process of finding the topic in order to make it useful to a big variety of organisations. The trainings developed and run by the working group are important in order to enable more organisations to run accessible workcamps or to improve their way of working with it.

This year the focus of the training is the communication of inclusion to different target groups: the host, the camp leaders and the volunteers.

17 organisations are going to send their participants to the training in order to be able to communicate their inclusion work better. The aim is to motivate more hosts to open their camps for accessing volunteers and to support the camp leaders and volunteers in understanding inclusion work.

Working areas that still need improvement

One of our weaknesses is the communication of our work inside as well as outside of the network. This is on one hand the information that is distributed through the newsletter, but also material that can be used for the promotion outside.

In order to strengthen this part of our work, we came up with the idea of a story database, where we want to collect stories for accessing volunteers. In the course of the creation and discussion of the use of it, we came up with new ideas and new possibilities that could not be implemented until now. Nevertheless we want to share our plan with you: the story database

should be online and collect data through an online form, where the volunteer can answer questions related to his_her voluntary service experience and will also have the possibility to upload a photo, or even other media.

As soon as we have found a suitable tool that we can use for free we will start with the data collection.

We are also going to work on a more structured plan of communication of our work through the newsletter to keep you updated with the latest news of our work and its outcomes.

having are helping other organisations to understand the work and the importance of it. If we keep this spirit we will be hopefully able to reach our vision of reaching a more tolerant and open society that respects individual and cultural differences.

Daniela Fellinger, Grenzenlos
A4A Working Group Coordinator
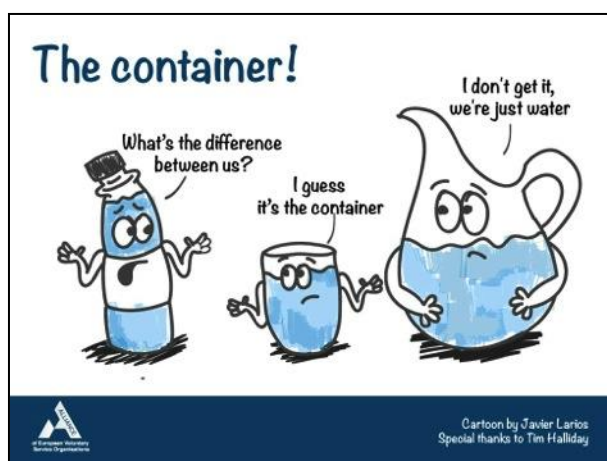
When you are volunteer, you understand the only difference between humans is the "container"

Challenges in 2015

The biggest challenge was and is the biggest change so far. The recreation and reshaping of the campaign is a difficult process for the working group as we are trying to reach high goals. The process of matching these high goals with the possibilities and see the feasibility is not always easy. The physical meetings during TM and especially the Joint Meeting have therefore been even more important this year.

I would like to thank all members of the working group for their dedication to our cause and their motivation to work on our high goals. The last years have shown that the tools we are providing, the trainings we are running and the discussion we are

Environmental Sustainability Working Group (ESWG)

In its third year since the creation, the ESWG has once again proven to be an active and creative working group. With an astounding number of 17 participants from 13 member organisations we were looking at a challenging Plan of Action with many topics to cover from running a campaign, coordinating our presence at the COP 21, taking part in the Alliance Buddy System but also being present at Alliance events such as the LTTC 2015 and making first steps towards measuring the ecological impact of our actions through a carbon footprint study. The group met four times so far, two actual meetings at the Technical Meeting in Yerevan and at the Joint Meeting in Vienna, and 2 Skype Meetings with the whole group. In between a few Skype calls in smaller groups were scheduled.

As stated in the Alliance policy, the main aims of the WGs are the empowerment of our organisations and through them, our volunteers. As such our first objective for this year was that more associations understand and join the campaign while in our second objective we stated that "youth workers and leaders of the Alliance are more capable in dealing with the campaign". Our ways to ensure these objectives are first and foremost through running the International Campaign for Sustainability in Voluntary Service. We successfully launched the campaign in the beginning of the year while at the same time preparing the common action, this year with the special focus on food and climate change: The Cook for Climate Action: A Candle Light Dinner towards Paris, COP 21. The action was run by at least 25 organisations in at least 135 projects. As a great surprise came pictures from organisations which didn't sign up for the action. The same goes for the evaluation form. New organisations took part in the campaign, such a passage

zebra. This shows us that we are reaching our target groups, however, it is still very difficult to evaluate the outcomes.

Another aspect is empowering through education: our efforts to support all organisations via our toolkit were underlined by integrating the topic into the LTTC 2015. Unfortunately, there was too little time to offer special workshops. However, the presence of the WG coordinator and having Legambiente as the host of the TfT in April 2015 ensured sustainability as a training content and also increased the knowledge, thus the ability to deal with the topic as such, of our trainers for campleaders and consequently our organisations and volunteers.

In close cooperation with our sister networks CCIVS, NVDA and SCI we officially launched the campaign IVS against climate change in summer.

It is merely a tool to raise awareness, however through online questionnaires and an actual meeting early October at the UNESCO's NGOs action day on Climate Change we have the opportunity to share our vision and actions and create a common statement to bring to the COP as well as the Conference of Youth, a gathering of young people occurring every year before the Conference of Parties (COP). Alliance will be there giving a workshop on the actions carried out under IVS against Climate Change. These actions are part of the WGs longer term objective to contribute to the Alliance objective to create new types of cooperation. We also want to ensure the transfer of knowledge about topics that matter in society, especially when they threaten our livelihoods and peace.

With all these campaigns and actions, the question remains if what we do is actually visible. With the support of the Alliance Secretariat we ensured a regular information flow towards the members via the Alliance newsletter. The creation of an Alliance Campaigns infosheet as well as a Prezi to be used by member organisations about our campaigns are part of the effort to increase visibility inside our network and towards our volunteers.

Challenges

With 13 member organisations the ESWG represents approximately a quarter of the Alliance organisations. However, online coordination and keeping WG members active throughout the year is difficult at times. Joining the WGs is one of the key participatory tools for our volunteers and it makes sense to think about ways to explain and show how the Alliance functions and how we can contribute. Thinking about buddies within large groups to support the newcomers is an idea, creating small groups is another idea.

Additionally, with an ambitious workplan comes the possibility that some tasks won't get done. Even though we gave our best we didn't create the Green Office infosheet. Furthermore, ensuring visibility via different channels has not worked as well as it has in the previous year. Our Facebook page has reached more than 1000likes but making sure that we bring regular content to the page is difficult and needs to be improved. We have not managed to work on a strategy regarding the content output & timeline we want to have. There is also some room for development with regards to connecting the work of the different working groups with each other.

Last but not least, after we have made it easier to join the campaign by not having to sign up for it anymore, it has become more difficult to evaluate the campaign's success. Reflux of evaluation forms is very low, thus making it difficult to improve the running of the campaign.

Looking into the future

For the coming year, it would therefore be good to keep the evaluation process in mind throughout the year. It would also be reasonable to keep working on a common visibility strategy. We have great campaigns and it is time to connect them and work together on representation, e.g. by organizing a training on the topic of visibility and external representation or working on a common strategy to present our actions. This should be done in cooperation with the ERC & A4AWG but also follow the already started process of cooperation with our sister networks and organizations. Regarding internal visibility: it makes sense to contribute to the online learning platform created as part of the LTTC 2015 and keep the links made with the TNWG as well as the APoT.

As we have worked on the objective to "assess the carbon footprint of the Alliance" by creating a preliminary study, we now know that it is not possible to assess the footprint of the whole of Alliance activities and projects. Hence, we propose to scientifically assess the carbon footprint of one or two typical international workcamps in Europe. The objective of this assessment is to calculate an order of magnitude of the direct and indirect emissions that are generated by the different aspects of a workcamp (plane journeys, food consumption, etc.), and to choose key indicators applicable to all the projects of the Alliance. The long-term objectives is to develop suggestions and tools in order to reduce the effective emissions and impacts of the Alliance projects on the environment. We therefore want to mandate Legambiente to draft a method to measure the carbon footprint of workcamps in order to enable our organisations to reduce the environmental impact of our activities.

Last but not least, in order to strengthen the Alliance Policy Paper, we consider it useful to add the social and possibly economic dimension to it.

Jana Gander, VJF
ESWG coordinator

External Relations Committee (ERC)

Members: Martin Avila (Xchange Scotland), Carina Lardy (IBG), Arielle Becco (CBB), Javier Larios (SJ), Ekaterina Romanova (Sfera), Tiffany Alleron (Concordia), Liza Zaytseva (YAP IT), Dubravka Franz (Elix), Tuire Liimatainen (Allianssi), Nikola Zdraveski (INEX-SDA), Luigi Lazzaro (Legambiente), Dorota Braziewicz (FIYE), Bruno del Mazo and Natalia Diaz Santin (SVI).

The work of the ERC was divided into 3 sections this year, following on from a similar introduced by the former co-ordinator and committee members. Like many other successful aspects of the ERC's work this, it is the hard work of previous members and co-ordinators that allowed the committee to build from a platform of strength.

The following sections comprised the Plan of Action for the ERC in 2015:
- Advocacy
- Visibility
- Management

A number of completed actions are highlighted below in this report.

Advocacy

Update the Alliance Representation Plan

During the joint meeting in Vienna in September 2015 the Alliance Representation plan was updated to reflect the changes that have occurred in the network. This included the strategic recommendations from the congress, such as giving Participation more prominence and also including the objectives of each Working Group.

Follow and support the campaigns of the sister networks

In March the Alliance participated in the Raising Peace Campaign of CCIVS by sending a member of the ERC to the study visit in Ukraine in order to determine effects of the conflict there on members and the wider society.

This visit showed that member organisations are internally affected by wider social and political events and that the need for volunteer organisations to play a role in times of crisis is particularly acute. It also showed the need for clear and transparent ways in which members can request or offer help.

Follow the activities of the YJF / Follow the calls for the working groups

ERC members alongside the VPER attended a number of of YFF events and meetings and further details can be found in the VPER section of the ERC report. Additionally 3 members of the ERC attended the YO-Fest in Brussels, speaking with a large number of young people from across Europe about the benefits of workcamps and international voluntary service. Further more, one ERC member was selected to join the pool of trainers of the YJF.

Draft a lobby strategy for COP 21 alongside ESWG

A brief visibility and advocacy stategy was created by ERC members alongside the ESWG during the joint meeting. At the time of writing the concrete actions had not been finalized but they will be used in order to brining prominence to the network and IVS during the COP in Paris.

Visbility & Management

Prepare communications for the YO Mag and European Courrier

During the year the ERC submitted a number of proposed articles to each publication. The result was that 2 were accepted for the Yo-Mag and 2 for the courier. One article in the courier celebrated the success of the General Congress in Rispescia during November 2014.

Analyse the performace and produce guidelines for the Alliance social media platforms

A report into the performance of the Alliance Facebook page was created, the findings showed that the majority of people interacting with the page were already connected in someway to member organisations, as staff members or active volunteers. Further findings showed that the most popular content is updates on Alliance life, news from member organisations and also calls to action on relevant and current social topics.

Further more guidelines have been produced in order to allow a number of volunteers to control the Alliance Facebook. The aim is to make the management of the page more sustainable and less reliant than on 1 or 2 volunteers.

Create a common campaigns template

ERC members worked alongside the Additional Member of the EC in order to create a common campaigns template. This template will be used in order to aid clear and precise communications around Alliance Campaigns.

Uncompleted tasks

The following tasks were not completed:
- Pool of Ambassadors
- Development of an Advocacy Plan
- Placing an ERC member in every working group

Challenges

The main challenges this year were related to the learning of a new coordinator, unfamiliar with the workings of the group and also with limited capacity for hands on coordination. This meant that at times there was limited communication amongst the group, especially as there were a number of new members.

Due to the large number of events that should be attended by ERC members, such a campaigns, YJF events, Yo-Fest, all in addition to the usual Alliance events in can be challenging for members to meet these needs.

This is also true of communication between ERC and EC members as the heavy workload for all makes communication challenging.

Conclusions

The conclusions from this year are mainly based around the fact that the ERC should serve not only the needs of the Alliance of a bureaucracy but also of the network, which is a collection of members. By serving to support the visability of the network, it's members and it's values the strength of our message becomes much stronger.

In order to do so the following key themes will emerge in the Plan of Action for the coming year

- Member focus for network benefit
- Building core skills of communication staff and volunteers
- Coordination of activity, particularly around social media
- Creation of tools that serve to make the network and our members more visible

Martin Avila, Xchange Scotland
ERC coordinator

Staff Development working group (SDWG)

Members: Yulia Utenkova - coordinator (World4U), Laura Drielsma (JAVVA), Oykum Bagci (GSM), Fotis Anastasiadis (CiA), Bojan Beronja (YRS-VSS), Sylwia Jedra (FIYE), Lucie Goubert (Concordia France), Miroslava Zvacova (INEX), Alla Krinitsyna (SFERA), Jana Koňasová (INEX-SDA).

This year SDWG has been composed by members from previous years, supported with 4 new members, who began integrating actively into a group work straight since the beginning of the year. Division of tasks started with our first meeting via Skype in January, with all 10 members present – which proved a high interest of every group member to contribute to our demanding Plan of Action.

In person, SDWG met twice this year: in March during the Technical Meeting in Yerevan and in September at the Joint Meeting in Vienna.

The process of the group work throughout the year has been the following:

Supporting member, partner and guest organisations in their preparation for Technical Meeting:

a) The **informational pack for the TM** has been prepared, including

- Updated Extract from Alliance Guidebook for TM 2015**.** Important: the information about data security was added into Exchange Agreements.
- Invitation to Newcomers' session with all related information.
- New document "Golden rules for placement season" aiming to support the work of outgoing and incoming officers. Layout of the document was done with the support of ERC.

b) The **Newcomers' Session presentation** for TM in Prezi was updated: few modifications to better clarify workcamp season procedures, plus adding a new better-understandable slide about Alliance structure. This year all TM newcomers received a link to presentation in advance, in order to have an ability to read, reflect and arrive at the session with specific questions. However, we still face the issue of developing Newcomers' session towards more interactive way. The main challenge remains constant: lack of time for the session as it usually begins late in the evening due to awaiting for arrivals of all newcomers and their general tiredness by this time after a long journey to the venue.

The part related to the workcamp season procedures was updated by SDWG **in the latest version of Alliance Guidebook**. For next year the group identified a reasonable need for further updates in the Guidebook, particularly for the list of workcamp types and headings in workcamp program description – SDWG is planning to present this need to members at our workshop during Alliance Day at the coming GA 2015.

As a guideline for correct use of Alliance statistic form, to ensure all organisations insert the data in the same way, a short **Survival manual for Statistics** was compiled by AS with the support of SDWG on clarification of types of data to submit for particular sections. The Manual was sent together with the annual appointment for Alliance statistics collection in May 2015. We are still in a process of monitoring to which extend the Manual was helpful for members: there is no feedback from organisations yet.

Same as last year, one of the priority method to address the needs of Alliance member, partner and guest organisations was the **Buddy System**. However, Buddy System 2015 faced lack of applications: the system was composed with 15 participants from 14 organisations – members, partners, guests of Alliance, 6 Answering Buddies and 9 Asking Buddies. This is a tangible decrease, comparing with previous year participation (41 participants from 31

organisations: 15 Answering Buddies and 26 Asking Buddies).

The Call for participation was updated considering feedbacks from 2014 and launched at first at the beginning of February. Thus, we matched 6 first Buddy-pairs before TM, addressing urgent pre-TM needs of staff members in Alliance organisations. After TM the 2nd Call has been sent. This year ESWG and A4All WG appointed their representatives as an Answering Buddy for support in topics of environmental sustainability and inclusion. However, both topics stayed unrequested, even after a special announcement in Alliance newsletter; requested topic were mostly related to placement procedures. Particular SDWG concern is the low number of Alliance members willing to act as Answering Buddies, knowing the need from the other side – the tendency visible last year already. Eventually we had to match 2 persons per 1 Answering Buddy, getting in total 9 Buddy-pairs.

During our meetings SDWG kept reflecting on main challenges of the System, also taking into consideration feedbacks from previous years (the Buddy System is run in Alliance since 2013). The impression out of 3 years of existence of the System:

- From Asking side there is an expressed need for support
- Most of pairs communicate rarely. However, for few people the system works intense and effectively
- Online communication doesn't seem a sufficient way for effective cooperation in pairs
- Most of participants said that meeting in person would be useful

As decided within the group, a certain transformation of the System is required – Buddy System 2.0. First of all, to rethink the timeline and send the Call much earlier, preferably in January. As a further development of the System, we see the need for Buddies to have opportunity to meet in person during the year. Additionally, other suggestion is to be focusing on very specific topics. Often, a "broad" topic such as "incoming" is already the object of an internal training in each organization, therefore Asking and Answering buddies should agree on more concrete topics to be worked on within their pair.

The great achievement for the group in 2015 was composing the **grant application for Alliance Staff Evaluation Meeting 2015 with further approval** of this application. It was submitted under Erasmus+ programme to German National Agency through VJF within 30th April deadline, with 27 Alliance member organisations involved. SDWG was responsible for coordination of entire process: writing the application, communication with 27 partner organisations, communication with hosts – the proper cooperation within a sup-group responsible for application brought this joint effort to success, especially valuable during the workload in April at the busiest time of the season. The financial support gives opportunity for more organisatons to be involved in the Staff Meeting 2015 and increase participation twice – we expect 48 participants this year, in comparing with 22 participants in 2013.

The Staff Evaluation Meeting 2015, which appears as quite a huge event, is aiming to collect best practices existing in the network – we see it as another good method to address negative trends (for example the decrease in the number of volunteers).

The Alliance Joint Meeting in September (with 6 group members present) provided a space to work with other WGs:

- With ADC on creating a partner evaluation form for collecting members' feedback on cooperation with partner organisatons in order to proceed with further evaluation of partners at GA
- With TNWG on developing concept and methodology for Staff Meeting.

Developing tools for collective qualitative evaluation within the

network is still a challenging part of our Plan of Action. This year the first step is done as the partner evaluation form is composed together with ADC. SDWG concerns to be further elaborated are:

- how to avoid possible negative perception of evaluation process and instead ensure positive supportive approach towards it,
- to involve both member and partner organisations in evaluation,
- duration of the process. For instance, if every year GA evaluates 5 partner organisations, it would take 7 years to finish entire procedure, since Alliance has 34 partner organisations at the moment, - which is too long,
- possible follow-up: what exactly happens after evaluation.

Main challenges of the group can be summarized as following:

- Lack of time for active participation in the group work during the most intense period of the workcamp season, since all group members are staff members in their organisations;
- Plan of Action is growing yearly, especially with the Congress outcomes included;
- Buddy System needs to be transformed;
- How to develop further tools for effective and supportive evaluation process within the network.

Conclusion

Thanks to all SDWG members for all the work they have done. With the different amount in a year timeline, but all 10 members were able to invest a certain time to the group work this year. SDWG working atmosphere has always been supportive. The intense time is still ahead, as the group is currently concentrating on preparation of the forthcoming Staff Evaluation Meeting 2015.

Yulia Utenkova, World4U
Staff Development Working Group coord

Training Needs working group (TNWG)

Achievements

In past year, TNWG managed to achieve following:

1. Application for training course on gender issues has been written and submitted in time. As the outcome, we have had an approved application and a training was conducted in July this year.
2. We have managed to get the electronic version of the Training Handbook, which was out of our reach for years now. Thanks to this, we will be able to work on its update next year. Our proposal would be to pass this task to the Pool of Trainers, as the group has more expertise in the educational issues than the current TNWG.
3. Implementation of the Training Policy has been done successfully within the pool of trainers of LTTC and training on gender issues, thanks to the presence of the TNWG coordinator in both events, which raises the question of sustainability of the task.
4. Pool of Trainers has successfully conducted the first LTTC and shown the potential Alliance has in educational field. At the same time, Pool of Trainers has raised a concern for the lack of recognition of non-formal education within the network and therefore their own work as practitioners of NFE, hoping to have a chance to raise this question during the GA 2015 in Germany.

Challenges of the position

There have been many challenges this year.

1. Lack of participation proves to be a continuous challenge for this group and the one hardest to overcome, despite new attempt to do so.
2. Promotion of the Pool of Trainers has been challenging, as the culture of exchange of the trainers within the network has not yet been established and it will take more effort and development of elaborate strategy to achieve this in the upcoming years.
3. Long-term mission of TNWG has not been revised nor promoted, which made some misunderstandings within the group at the very end of the year. Due to this, we believe that it should be set again as part of PoA 2016.
4. Educational modules have not been developed – including common work with ESWG, A4A and module on conflict resolution based on Conflict Resolution System – which makes us believe this task should be given to the Pool of Trainers, due to their expertise in the field of education.

Dusan Milojevich, IJGD

Training Needs Working Group coordinator

Report of Alliance Secretariat

The Secretariat is currently composed of one staff, the Alliance Secretary, that is based in Athens, in the office of Citizens in Action, and works from Monday to Friday, from 11.00 to 19.00 (except in the network meetings).

The work of the secretary is recorded in a timesheet where the hours and tasks are described on a daily as well as monthly basis. One function of the timesheet is to keep track of how many working days are spent on different tasks. In this report, a summary of these data is presented, taking into consideration the period between September 2014 and August 2015. We chose to present one full year, instead of referring only to 2015, and we thought appropriate to give a full picture to the GA about the "year of the Secretariat".

Being the only staff of the Alliance, the Secretary develops a big variety of tasks, depending on the needs of the moment. The tasks are meant to support the members of Executive and Management Committees, the Member organizations and the Working Groups and Committees. Since the establishment of the Secretariat as a full time position in 2011, the Secretary has taken over several daily operational tasks that before were implemented by the General Secretary.

All the tasks are divided in six categories:

Internal administration
- participation in EC and MC meetings and support in *ad hoc* tasks
- support to the EC in the preparation of the mailings for the GA
- preparing the minutes of each meeting and of the General Assembly
- yearly collection of the statistics
- coordination and communication between EC, hosts of events and trainers on logistics
- internal systematization work (keep the archives up to date, accounting etc.)
- update of the Alliance mailing lists

Grant applications
Work on the application process and redaction of the narrative application (the budget is done by the Treasurer). It includes projects grants (for example the LTTC) and administrative grants (EYF and EACEA). This task is performed in cooperation with VP, P and T.

External communication
- addressing requests for information from third-party organizations, individuals and institutions
- supporting VPER and ERC in issues dealing with YFJ, sister networks, UNV etc.
- sharing information about Alliance' and sister networks' events and campaigns on facebook, in cooperation with ERC
- monitoring activities of YFJ and EYF that might be useful for the network

Internal communication
- update of the Alliance website (news, calendar, upload of projects results etc.)
- upload of official documents in the private are of Alliance website
- issuing the internal monthly newsletter
- forwarding relevant calls and information to members

Project management and reporting
- monitoring the administrative development of granted events and projects
- communicating with the funding agencies
- reporting on the administrative grants and the redaction of the Annual Activity Report. This task is developed in close cooperation with the VP, T, GS and, in case of granted events, also the hosts and organizers.
- collecting materials produced and preparing the draft narrative report.

I'VE project
- follow-up the communication within the Steering Committee and involve when needed the member organisations and the EC

- contribute to the development of the outputs

In the aforementioned period between September 2014 and August 2015, the share of the tasks was as follows:
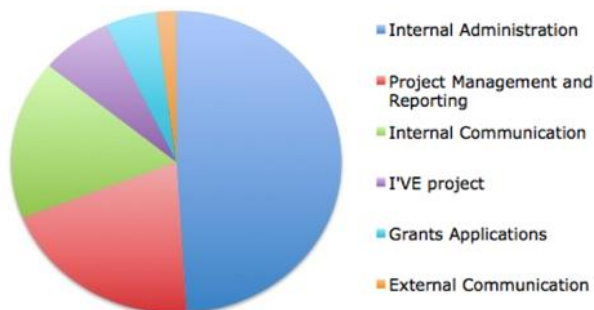
While the communication and I'VE tasks are more or less stable throughout the year, the Grants applications, Project reporting and Internal administration vary a lot depending on the month and the needs of the network at that moment.

In the considered period, the most relevant tasks in terms of workload were:

- Applications for the administrative grant of EACEA under Erasmus+, and the LTTC 2015 under EYF workplan: until August 2015, the Alliance did not apply for new grants thanks to the fact that the administrative grants are now for 2 years (EYF) and 3 years (EACEA). Therefore all the work done under this task was between September and November 2014.

- Before the General Assembly: support to the General Secretary for the preparation of the mailings, and communication with the host.

- After the General Assembly: support handover process within MC, preparation of the GA Decision List and adopted documents, update of the mailing lists. These tasks are very important and must be done quickly and efficiently in order to keep correct archives and to guarantee a fluent communication to the newly elected and appointed individuals.

- Report of the Workplan 2014 (Capacity Building, Study Visit, Congress): this reporting task was particularly demanding for those involved, because specially the Congress was very rich in results and it was challenging to explain their relevance for the life and future of the network in a clear and accessible way to any external evaluators who would read the report.

- Change of server: due to the increasing use of e-tools and need for a reliable server, the EC decided to transfer all Alliance e-tools from One.com to Mediatemple, on January 2015. This task was particularly time-consuming but extremely useful for the further developments in 2015.

- Reports of Admin grants of Erasmus+ 2014 (final) and EYF 2014 (interim): it was interesting but also challenging to resume in few paragraphs and an activity report, the impact and importance of the activities implemented by the network all along 2014.

- Interim report of LTTC 2015: the support of the PoT in describing the activities implemented in the first two events, the results achieved and materials produced, was crucial to the successful submission of this report, which has received positive remarks from the EYF for the impressive amount and good quality of work done by participants and trainers.

- Statistics: the task of the Secretary is to make sure that all members submit their statistics correctly and, if needed, ask for modifications. This is a particularly time-consuming task due to the many reminders that must be sent.

- Minutes of the General Assembly 2014: this specific task alone took about seven full working days, and is important in order to keep proper track of the history of the network and the background and process of decisions taken.

Alliance Events and Projects

The activities of the Alliance are arranged to support and develop the programmes and answer the interests and needs of members. An online presentation of the Alliance Year 2015 is available at www.alliance-network.eu/training-and-innovation.

The **Technical Meeting 2015**, the biggest yearly meeting of International Voluntary Service organisations in the world, was hosted by HUJ member organisation. It is a self-funded event organized every year to enable the members and invited partner organisations to exchange annual workcamp programmes and discuss relevant issues, mainly through bi-lateral discussions. It includes the organization of an "**Alliance Day**", for members to discuss relevant issues in their work and Alliance' life. Two welcome and informative **New Comers' Sessions** are organized by the Staff Development Working Group for new staff from member, partner and guest organisations, as a form of peer support and training within the network about the Alliance composition and policies, as well as procedures for the IVS placement season.

February 27 - March 4, 2015 – hosted by HUJ – Yerevan (Armenia)
74 organisations from 42 countries worldwide, 128 participants

Alliance Long Term Training Course
"Workcamp Studies - Quality education for trainers of youth leaders in the field of International Voluntary Service"
From January to September 2015, with the support of the Council of Europe through the European Youth Foundation

Workcamps, apart from being volunteering activities primarily addressing local communities' needs since 1924, are also tools for building up social and organisational skills of young people. However, it is not enough to bring 15 people from different countries together to call the activity a workcamp. A workcamp as a methodological tool implies that the workcamp leader needs to structure the project so it is more likely for learning to happen.

The Alliance Long Term Training Course "Workcamp Studies" trained current and future trainers of camp leaders from member organisations along one year, three events, a practice phase and an online learning platform, with the aim of increasing the skills of leaders in understanding, designing, implementing and evaluating workcamps as structured methodological and pedagogical tools of non formal education.

Induction Seminar
"How to learn: workcamps as structured methodological and pedagogical tools"

February 21-26, 2015 – hosted by UNAREC - Clermont Ferrand (France)

25 current/future trainers of camp leaders from 14 countries, 4 facilitators

First of the three events of the LTTC 2015, the Induction Seminar helped to set up an adequate and motivating learning environment, build a long lasting working group, putting together participants on the same level of information about LTTC objectives and tasks, and prepare the work ahead.

An important part of the seminar was dedicated to better know the Alliance through its documents and policies. Interesting discussions and debates emerged about volunteering and formal, non-formal and informal education. The event was also useful to collect information about the trainings for workcamp leaders implemented in 2015 by the participating organisations (40% of Alliance membership), the number of participating leaders and the usual frame of the training provided.

The seminar was also the occasion to introduce participants to the self-assessment tool prepared by the PoT and the mentorship process that would last during all the LTTC, as well as to present the concept of the online learning platform, a new tool in the Alliance for e-learning.

Training of Trainers
"How to teach: workcamps as structured methodological and pedagogical tools"

April 20-27, 2015 – hosted by by Legambiente - Lecco (Italy)

22 current/future trainers of camp leaders from 13 countries, 4 facilitators

The Training of Trainers was a central event in the LTTC, where participants could get a practical experience and useful tips on their role and tasks as trainers of camp leaders: they had the chance to perform as trainers and get feedback about what and how they could improve. Attention of the event was put on experiential learning process, allowing participants to gain skills and experience they would need to prepare the national camp leaders trainings in the following months. The program included 9 workshops prepared by teams of participants as homework after the first event. The topics were: Communication, Volunteering, Gender issues, Sustainability, Social inclusion, Group dynamics and self-organization, Conflict management, Leadership, Intercultural learning. The practice phase of the LTTC cycle took place on May-June 2015 and saw participants organizing and leading the camp leaders trainings of their own organisations. During this time, participants were mentored and supported by the team of trainers.

Practice Critical Evaluation meeting
"How to evaluate: workcamps as structured methodological and pedagogical tools"
August 28 - September 3, 2015 – hosted by Grenzenlos - Vienna (Austria)
18 current/future trainers of camp leaders from 12 countries, 4 facilitators

This was the concluding step of a long process where participants had finally the chance to see themselves as trainers. The methodological approach for this evaluation meeting was share and elaborate on previous experiences lived by the participants in the practice phase. The sessions focused on several aspects for evaluation and follow-up planning: difficulties faced, conflicts that arose and possible solutions (through forum theatre), reflection on one own's learning and group feedback, ethics and role of a trainer, suggesting improvements for the future LTTCs, envisioning one's self as future trainer (through living library technique) and preparing a promotional group strategy within the network.

The **training course "Fair Play"** on gender equality in International Voluntary Workcamps was coordinated and hosted by IJGD and the Training Needs Working Group, with the support of Erasmus+ Programme of the European Union.

July 8-15, 2015 – hosted by IJGD - Wermelskirchen (Germany)
26 participants from 12 member organisations

The training "Fair Play" was the result of a survey launched by the Training Needs Working Group to the network, to analyse needs and challenges related to gender equality in workcamps. It was formally organized by the member organisation IJGD with the support of Erasmus+ programme, and was addressed to workcamp youth leaders, trainers and youth workers active with international volunteers.

The final recommendations to the network developed by the group of participants include campaigns, trainings, activities to be implemented during workcamps and the creation of new structures and toolkits. This training had a remarkable follow-up: participants, who were already involved in other Working Groups and training activities of the Alliance, proposed to the General Assembly 2015 the creation of a task force on Gender Equality in IVS, which started functioning on January 2016.

Following the positive experiences of previous years and the institutionalization of the event by the GA 2014, the **Joint Working Groups and Committees meeting** took place on September 2015 to allow members of all Working groups to develop joint proposals for the General Assembly, advance in the implementation of their Plan of Action and update each other on real time so to work in synergy.

September 3-5, 2015 – hosted by Grenzenlos - Vienna (Austria)
29 members of 4 Working Groups and 2 Committees

The **training course "iMprOVE – A training course to communicate better on social inclusion"** was organized by the Access4All Working Group and CBB, with the support of Erasmus+ Programme of the European Union.

October 4-9, 2015 – hosted by CBB - Harsin (Germany)
21 participants from 17 member organisations

Participants learned about communication strategies in IVS with focus on social inclusion. They shared best practices and created new tools to improve the communication about A4A workcamps for different target groups, such as the local host, the volunteers, campleaders and social institutions. In the course of the training, participants developed a toolkit of good practices and tools related to the topic (goo.gl/YIdlLe).

The **Staff Evaluation Meeting 2015** was organized by the Staff Development Working Group in cooperation with the host VJF and the financial support of Erasmus+ programme of the European Union.

The Staff Meeting is one of the most important events of the network and the daily work of the members, together with the Technical Meeting (March), for the development and improvement of the common work done by the IVS organisations every year. In 2015, participation to the meeting was exceptionally high (double participation compared to the previous event). Results include several recommendations on the need to systematize methods for the evaluation of workcamps impact within the network, on how to promote workcamps more efficiently among young people and clearly differentiate ourselves from "voluntourism" agencies, on how to better address needs of local communities when organizing and promoting workcamps, on how to impulse the mutual support mechanism Buddy System. The recommendations on improving methods and tools for the evaluation of our work, were then taken by the Staff Development Working Group and integrated in the Plan of Action 2016-17.

The **General Assembly** is the main statutory meeting of the Alliance, where all major decisions are taken, new members are accepted, internal positions are appointed and the Plan of Action and Budget for the coming year are agreed and adopted.

November 7-8, 2015 – hosted by VJF - Ueckermünde (Germany)
79 participants from 41 member organisations

The GA, which is the highest decisional body in the network, was structured in two days. Day 1 was dedicated to reports and review of 2015 activities, achievements and lessons learnt (each position and group reported to the assembly and reports were then voted for adoption). Day 2 was dedicated to discussion and voting on proposals, recommendations,

strategic plan of action 2016-17 and budget 2016. Among the most relevant decisions, are the establishment of two new task forces (Global Action and Gender) and the choice of "Migrants" as a crosscutting priority (theme of the year) for the network activities along 2016. Moreover, a new staff position was opened for a Course Director, two new member organisations were welcomed into the network and the new list of 48 partner and guest organisations was adopted. The GA concluded with the election of the new Executive and Management Committees.

I'VE - I have experienced 2015 is a long term project coordinated by Lunaria association for the development of a system to evaluate and recognize the competences acquired by volunteers in International Voluntary Workcamps. The project runs from January 2015 to September 2016 and is co-funded by the Italian Youth National Agency with Erasmus+ program of the European Union.

From January to December 2015

12 member organisations, 1 national volunteering network, 2 research centres cooperating to produce two international researches and a comprehensive recognition system

I HAVE EXPERIENCED
TRAVEL GROUP LIFE INTERCULTURE

I'VE

voluntary service recognition
COMMITMENT ADVENTURE VOLUNTEERING

I'VE strategic partnership (www.ive-experienced.eu) kicked off on January 2015 with the first meeting of the Steering Group, where Alliance participates together with other project partners. The first results of the project are a Field and a Desk Research on competences developed by volunteers in workcamps and existing assessment and recognition practices at national and international level. Based on the outcomes of the researches, the partnership developed a draft recognition system: a national Post-Camp-Event (evaluation meeting of volunteers returning from workcamps) run by facilitators where young people can review their workcamp experience, learn about competences and recognize their own learning through peer evaluation and IT tools. The system is to be finalized in 2016.

The role of the Alliance in I'VE along 2015 was to raise international visibility on the project, increase the quantitative participation of the whole membership in the research activities, coordinate the production of the Handbook for I'VE facilitators and contribute to the overall project through participation in the Steering Group.

Annexes

Annex I - Strategic Plan of Action 2016-17 adopted by the GA 2015

The focus of this strategic approach plan is on long term quality measures **as a follow up of the Alliance activities in 2014 culminating with the 1st Congress, which took place in November 2014 with the aim to articulate a clear vision for the network for the coming years.** During the Congress, ideas on how to work in a more effective way towards our principles of democratic participation, inclusion-accessibility, mobility of young people and environmental sustainability were shared and a commitment to be followed up by concrete activities was made.

The strategic approach plan has 2 main Strategic Priorities that are supported by specific objectives, translated into concrete actions:

Strategic Priority 1: Increase meaningful participation of young people by engaging them into democratic processes

  Obj. 1.1: Empower and increase active participation of member organisations and young people involved in them, through an open, democratic, transparent, accountable, efficient governance structure of the network.

  Obj. 1.2: Empower and support development of effective and sustainable cooperation and communication among members by building cooperative tools.

Strategic Priority 2: Promote Peace, Social Inclusion in today's societies through voluntary and advocacy activities/tools

  Obj. 2.1 Reach out to local communities and young people

  Obj.1.3 & 2.2: Develop Advocacy and Promotion Tools so as to support Strategic Priorities 1 and 2

  Obj. 1.4 & 2.3: Develop synergies internally and externally to promote Strategic Priorities 1 and 2

  Obj. 1.5 & 2.4: Develop Educational Tools to promote Strategic Priorities 1 and 2, through non-formal and informal learning practices

Strategic Priority 1: Increase meaningful participation of young people by engaging them into democratic processes				
OBJ.1. 1	**Empower and increase active participation of member organisations and young people involved in them, through an open, democratic, transparent, accountable, efficient governance structure of the network**			
	Activities	**Agent, Timeline**	**Expected Result**	**Success Indicators**
A 1.1.1	Organise the General Assembly	Management Committee(MC)	• Ensured democratic participation of all members in shaping the future of the network; • Allocated implementation of Alliance	• 90% of member organizations with young representatives contribute and participate actively to the event

		Member Organization (MO) hosting the events *November 2016* *November 2017*	projects/events/initiatives among its members. • Evaluation of the past year; • Reporting and Accountability of Executive Committee, other Committees and Working Groups • Adoption of updated policies related to youth, volunteering and quality of cooperation; • Discussion and adoption of plan of action and annual budget	• Majority of member organizations with an increasing rate yearly takes over, via their representatives, responsibility for the governance of the network by candidating for positions within Executive and Management Committees, other Committees and Working Groups
A 1.1.2	Organise Alliance Days	MC, MOs *1st and 2nd semester 2016 and 2017*	Provide member organizations, partners & guests space and time via an open day linked to main Alliance events, so as to: o develop a better understanding on the network's internal functioning and discuss about current trends in youth and voluntary sector o exchange ideas on know- how on technical procedures of volunteers placement & preparation o share innovative practices o launch and communicate awareness campaigns	• Minimum 2 Alliance Days organized per year • 90% of member, partner and guest organizations with young representatives contribute and participate actively to the event • Suggestions and Ideas "feed" the General Assembly topics and are created through the discussion groups
A 1.1.3	Organise the Joint Meeting of Working Groups and Committees	MC MO as host *2nd semester 2016* *2nd semester 2017*	Improved communication, interaction and cooperation among Working Groups, development of common Plan of Action	• 1 Joint Meeting per year is organized • At least 4 representatives of each Working Group and Committee join the meeting • A draft proposed Plan of Action for the coming year to be submitted to the GA is created, incorporating all ideas
A 1.1.4	Hold meetings of Executive Committee (EC), Management Committee (MC) and Working Groups (WGs)	MC, MO as host *throughout the year*	• Promote the principles of the network and guarantee its democratic function • Monitor and guarantee the implementation of the Plan of Action • Keep members updated on the network issues • Work on the development of a vision based on members feedback • Coordinators are 'trained; through their participation to candidate to take over greater responsibility in the governance of the network	• 2-day meetings are organized for EC and MC (5 EC meetings and 3 MC meetings each year). • at least 1-day meetings are organized for WGs outside the Joint Meeting. • Clear timeline of activities and follow up of network issues is set
A 1.1.5	Organize a capacity	EC	Potential candidates are trained on the function and	1 capacity building /year is organized and at

	building training/session for potential board members	*2nd semester 2016*	responsibilities of the EC of the network.	least 1/3 of members organizations participate
A 1.1.6	Organize and improve the Interactive workshop with New Comers' sessions linked to main Alliance events	Staff Development Working Group (SDWG), Alliance Development Committee (ADC) *Technical Meetings (TM) 2016-17, General Assemblies (GA) 2016-17*	Participants attending the event for the first time (new comers) are provided with useful information about the network and the development of the event by experienced members of SDWG and ADC, and are prepared so as to participate actively to the Technical Meetings (TM) and General Assemblies (GA). The New Comers' Session is improved by assessment of needs of the new comers' in member and partner organisations and recommendations drafted	• 3 newcomers' sessions per year (2 at the TM, 1 at the GA) • 100% participation of newcomers; • the season and events runs more smoothly • a survey is conducted among at least 30% of Alliance members and partners on the needs of the new comers in the MOs by February • the recommendations on how to improve the new comers' session are shared with the SDWG and used at TM and GA
A 1.1.7	Contribute to the organization and participate to the Global MLTV meeting	External Relations Committee (ERC) and Vice-President for External Relations (VPER) *Once in 2016 and once in 2017 (tbd)*	Strengthen relations with like-minded networks, develop common exchange guidelines for Mid- and Long-Term Voluntary projects (MLTV).	1 meeting is organized yearly by initiative of the sister network with the coordination support of Alliance and the participation of MOs.
A 1.1.8	Implement the Buddy System	Staff Development WG (SDWG), with support of Training Needs WG (TNWG) and EC *Throughout 2016*	• Democratic participation of members and democratic approaches towards involving young people in IVS programme is facilitated to members' full potential by creating space for a horizontal capacity building among members • innovative participation of youth IVS organisations is allowed in practicing new solidarity measures towards their sister organisations • a proposal for a support system to mentoring organisations in various programmes of the Alliance (e.g. LTTC training team)is drafted in 2016 and developed through 2017	• 10 matched pairs of "buddies" will include at least 15 member organisations from at least 10 countries • the 15+ directly involved organisations reach yearly 5000+ young volunteers and 350+ youth leaders in 150+ local communities. • a final conference is organised with 40 participants (October 2016) • The topics covered by the study visits are varied and involve different target groups • some new bilateral cooperation initiatives are started • an analysis done with "answering buddies" as a basis for the proposal
A 1.1.9	Participate as	EC, Pot, Secretariat	• Alliance contributes as a formal promoter with its	• Pool of Trainers is involved where

			resources and knowledge in members' projects that involve high number of Alliance members: GENCTUR (Welcome on Board), SJ (MediAfrica), YRS (Exchange of camp leaders), LUNARIA (I'VE)	necessary • Information is disseminated at Alliance events, website, newsletters, reports • For I'VE see indicators at 2.3.3
promoter at members' projects relevant to Strategic priorities and involving high number of members		*Throughout 2016*		

OBJ. 1.2	**Empower and support development of effective and sustainable cooperation and communication among members by building cooperative tools**			
	Activities	**Agent, Timeline**	**Expected Result**	**Success Indicators**
A 1.2.1	Run the Technical Meetings 2016 and 2017	MC, MO as host *February-March 2016 and 2017*	• Officially launch the annual season of voluntary exchanges/Projects announcement • Provide space for sharing ideas, best practices and experiences in international youth work and volunteering • Bring visibility to local grass root voluntary projects and organizations through IVS organizations	At least 70 organizations from 40 countries participate with 150 participants, each year
A 1.2.2	Implement the Buddy System	SDWG, TNWG and EC *Throughout 2016*	• New staff acquires expertise and knowledge on IVS daily work and good practices; • Cooperation between members is strengthened, in view of opening the system to partners and guests in the next years; • Bilateral partnerships of members are strengthened • "The Buddy System" is recognised within and outside the Alliance as a unique support network mechanism • Recommendations are created by the prep team and participants on the further development of the Buddy System.	• 10 matched pairs of "buddies" will include at least 15 member organisations from at least 10 countries • a final conference is organised (October 2016) • 40 members' representatives are involved • Number of new bilateral cooperation initiatives are started • it is introduced in the Alliance main governance and policy documents and yearly plans of action; its written practice has been shared with other sister networks and it has been copyrighted by the Alliance
A 1.2.3	Explore a frame for a Solidarity scheme	SDWG *Throughout 2016*	To identify and answer to needs and challenges faced by members in their local/international environment in a proactive way based on the values of cooperation and solidarity	Terms of Reference are prepared, discussed and agreed by all members A pilot phase with 1-2 cases is implemented
A 1.2.4	Finalize the conflict resolution system and launch a body	EC, ADC	• The Alliance has well established, clear and transparent methodology structures and procedures to manage conflicts between	• Guidelines on conflict management are written and experts are called to join the

				Board of Arbitration
	to deal with conflicts	*Throughout 2016*	member organizations • The Board of Arbitration is in place	• 4 arbitrators appointed by GA 2015 for 2016-17.
A 1.2.5	Assist members with network information search	SDWG Secretariat *Throughout 2016 and 2017*	• Members' database is updated and shared • The Alliance Website is improved with new website tools	More needs of the members are covered via the updated info and new tools
A 1.2.6	Issue a monthly internal newsletter about activities of WGs, events of the network and relevant information from external stakeholders	Secretariat, Environmental Sustainability WG (ESWG), Access 4 All WG (A4AWG) *Throughout 2016 and 2017*	• Access to relevant information and tools is provided • Members are informed about latest news and developments within and out of the network • Possibilities to participate in the network's campaigns, projects and events are provided	An increased interest of members to participate in projects, events and campaigns promotion is expressed
A 1.2.7	Create tools/systems for self-assessment based on Quality Charter among members and partners	SDWG *Throughout 2016 and 2017*	Members and partners identify their weaknesses and areas for improvement	At least 50% of members and partners use the new tool/system in the following season
A 1.2.8	Create and update a calendar of events and publications that are relevant to the Alliance	External Relations Committee *Throughout 2016 and 2017*	Anticipated and prepared Alliance representations at external events	Alliance represented at: • YFJ events (Councils of Members, thematic events, EYE) • Global Leaders Meeting of IVS networks • Other events of like-minded networks and institutions (EYF, CoE...) The calendar is updated and shared
A 1.2.9	Follow-up of results of Membership Fee Task Force	Membership Fee Task Force / ADC *GA 2016*	A new membership fee system, addressing the current needs of members is proposed for adoption at the GA2016	Large majority in the approval of new membership fee system
A 1.2.10	Production of informative material on the Alliance	EC / ADC / ERC / WGs *By TM 2017*	An updated and other material clearly describing the Alliance values, life and functioning is created	Wide use of the leaflet from Alliance members and so as to promote the networks activities

A 1.2.11	Review, update and illustrate the Alliance Training Handbook	TNWG, Alliance Pool of Trainers (A-PoT) *Throughout 2016*	Updated Training Handbook	Training Handbook updated with material produced at Alliance projects in the past 3 years, especially with material produced at LTTC 2015
A 1.2.12	Update and promotion of the Alliance Guidebook, prepare user-friendly electronic version	SDWG, MC members, WGs and AS *Before TM 2016*	• a source of knowledge for IVS organisations within and outside the Alliance, about the principles of the network in IVS, good practices, campaigns and usual exchange procedures is easily accessible • Guidebook is updated with content of proposals voted at the GA2015	Final version of the file and in use by members, partners and guests till GA 2016
A 1.2.13	Improve workcamp evaluation forms and standardise them	SDWG, ESWG, TNWG, A4AWG *Throughout 2016*	Existing evaluation forms for workcamps (for outgoing volunteers, incoming volunteers and local partners hosting the workcamps) are gathered and updated with common standard evaluation forms	• 10 examples of each type of evaluation form are gathered • questions of environmental impact, educational dimension, accessibility of workcamps and the impact to local communities are introduced in the evaluation forms • members use the standardized form by the summer workcamp season 2017
A 1.2.14	Develop Evaluation Tools	SDWG, ADC ESWG, A4AWG *Throughout 2016*	• An on-line evaluation tool for partners is in place • A self-assessment tool based on the Quality Charter in IVS is in place • Campaigns are evaluated • Partner assessment form and analysis are improved • Examined the technical, practical and financial implications, as well as the impact on the quality of our work, with creating an online platform of sharing all the completed evaluation forms of MOs workcamps at the end of the season	• 5 partners are evaluated at GA 2015, and reevaluation of partners with negative feedback at the GA 2016 • All member and partner organizations use the evaluation tools by GA 2017 • Partner assessment form and analysis are revised • An analysis is made and brought for further discussion during Alliance Days
A 1.2.15	Organise the Staff Evaluation Meeting	SDWG *Autumn 2017*	• The season on volunteer exchanges is evaluated • Improved tools are suggested • Results are brought to Management Committee meeting and GA and incorporated in the updating of tools and policy documents.	At least 20 participants prior to GA 2017
A 1.2.16	Follow-up of Impact Task Force	ADC / ERC / VPER *GA 2016*	A long term strategy on Impact assessment with shared tools among the networks is put in place Existing researches are exploited	• Majority of members approve the new Impact strategy • Analysis of existing research is produced

			Strategic Priority 2: Promote Peace, Social Inclusion in today's societies through voluntary and advocacy activities/tools	

OBJ.2.1	**Reach out to local communities and young people**			
	Activities	**Agent, Timeline**	**Expected Result**	**Success Indicators**
A 2.1.1	Plan and implement activities, campaigns and events taking into account the global theme in 2016 decided at the GA2015 – migration, and other critical global issues identified by the Global Action Task Force	EC, MC, hosts, WGs, Global Action Task force Throughout 2016	• global theme as a framework under which all actions such as its campaigns, the LTTC, and events is referred to in their planning and implementation • Task Force coordinates an Alliance response to critical global issues as decided by the GA • possibilities investigated to implement a solidarity mechanism to support concrete projects, campaigns with the global theme • contact with local and international organisations and networks active on the issue established to create partnerships and gain knowledge on the topics	• Concrete methodology and decisions taken • information and best practice shared amongst members through website and newsletter • concrete actions under a common banner • Alliance events (such as EC meetings) are held in relevant locations
A 2.1.2	Facilitate the organisation of workcamps	MC, MOs *Throughout 2016 and 2017*	Workcamps are organized with respect to the peace and inclusive promotion principles of the network as described in the Statutes, the Alliance Quality Charter and the Policy Papers adopted by the members	An average of 1300 workcamps in local communities worldwide are implemented annually and an average of 17000 young volunteers is engaged to them.
A 2.1.3	Create and share a system where organisations can find partners for inclusion projects	A4AWG *Throughout 2016 and 2017*	• The system of sharing information among interested organisations is created and implemented among members, partners and guests • Possibilities are opened to members to cooperate for inclusion projects on decentralized level with the support of the A4AWG	• At least 10 organisations are sharing their information on their inclusion work/interest with other members • Interested member, partner and guest organisations develop the application for a bilateral short term EVS on inclusion for young people with fewer opportunities supported by the A4AWG
A 2.1.4	Implementation of the Involvement Program ("Coup de Coeur")	ADC, VPER, ERC, TNWG, SDWG, MOs *Throughout 2016 and 2017*	• Workcamps based on quality criteria are organized in new countries where the Alliance does not have members, partners or guests. • All organisations from the involvement program are informed and given the opportunity to participate in Alliance events with objectives to provide information on functioning of the Alliance (for example Study Sessions)	5 more partners organizing workcamps after 2 years. Number of participants of organisations at the Alliance events

OBJ.1.3 & 2.2	Develop Advocacy and Promotion Tools so as to support Strategic Priorities 1 and 2			
	Activities	**Agent, Timeline**	**Expected Result**	**Success Indicators**
A 2.2.1	To run the Accessing Campaign and promote the accessing policy, tools and actions	A4AWG *Throughout 2016 and 2017*	The importance of inclusion and knowledge about Alliance policy paper is communicated internally to member organizations and externally to stakeholders to local partners, authorities and communities, local and international policy makers and NGOs.	MOs and other IVS networks promote the campaign as part of their strategy
A 2.2.2	Update the Inclusion Policy Paper and A4A Toolkit	A4AWG *Throughout 2016 and 2017*	Inclusion Policy Paper and A4A Toolkit are updated	Inclusion Policy Paper and A4A Toolkit are used by members to promote inclusion
A 2.2.3	No Hate Speech campaign Follow up	ERC, VPER *Throughout 2016 and 2017*	The results of the campaign are followed up and integrated in the work of the member organisations	Minimum 60% of member organisations make use of the campaign results to promote their inclusion work
A 2.2.4	Disseminate info on funding programme opportunities for inclusion work	A4AWG *Throughout 2016 and 2017*	An up-to-date fact sheet for the different Key Actions and examples of their use for inclusion work is created and disseminated among members	• Best practices are shared • More projects on inclusion work are created
A 2.2.5	Assist members in giving visibility to Accessing campaign on info sheets and websites.	A4AWG *Throughout 2016 and 2017*	Information on Alliance Accessing Campaign's information is included on members' websites and info sheets	• All members are contacted with instructions on the task. • Alliance and campaigns' description is present on at least 60% of members sites and infosheets.
A 2.2.6	Follow up and participate in the Mobility Network of YFJ	A4AWG, ERC, VPER *Throughout 2016 and 2017*	Awareness on accessible mobility in the Youth Forum Jeunesse is raised	Information shared is integrated in members projects
A 2.2.7	Run the Environmental Sustainability Campaign & Common Action	ESWG *Throughout 2016 and 2017*	• Sustainability values are spread and practiced through all Alliance projects and events • A common action is organized • Campaign objectives are matched with Alliance advocacy global strategy	At least 50% of organizations and projects apply the principles of the campaign and participate to the evaluation process.

A 2.2.8	Capacity Building towards environmental sustainability	ESWG *TM & GA 2016 and 2017*	• Organisations are well informed about the ESWG's topics of year • Active presence of ESWG & its topics at Alliance events	One workshop/ activity organized at each Alliance event
A 2.2.9	Update the Environmental Sustainability Tool Kit	ESWG *Throughout 2016 and 2017*	Toolkit is updated and used	• At least 50% of the members use the toolkit • It is consulted when preparing Alliance events
A 2.2.10	Develop the Policy Paper on Sustainability	ESWG *Throughout 2016*	Alliance has a Policy Paper on Sustainability which includes all aspects of Sustainability (i.e. the social, environmental and economic sustainability)	The completed policy Paper is presented and adopted at the GA 2016
A 2.2.11	Develop a Footprint Study	ESWG *Throughout 2016 and 2017*	An assessment of impact of Alliance /IVS activities is conducted	Results of the study are taken into consideration for future planning of Alliance and MOs projects
A 2.2.12	Include Environmental Sustainability in IVS as a specific thematic in Alliance e-learning platform	ESWG *Throughout 2016*	Educational material on sustainability will be available online for Alliance members	Members use the material of the platform for their projects implementation
A 2.2.13	Develop a common social media campaign strategy	A4AWG, ESWG, ERC, VPER *Throughout 2016*	• A common statement explaining why it is important to be part of our campaigns in terms of impact and promotion of our priorities is elaborated • A common strategy is put in place	Campaigns activities are co orchestrated by the working groups so as to reach maximum result
A 2.2.14	Apply to host a training on advocacy, visibility and social media	ERC, VPER, ESWG, A4A, PoT, CD *Throughout 2016*	• A better understanding of the use of useful tools is put in place so as to promote the network's strategic priorities, especially focussing on campaigns • A social media survey is conducted prior to the training • Improved cooperation between working groups	• 25 participants from 20 organizations are involved • An evaluation survey to measure effectiveness is prepared • Number of representatives from different working groups
A 2.2.15	Create an advocacy pack to be used by members and participants ahead of the European Youth Event (EYE) 2016	VPER & ERC with other WGs according to the topic *By May 2016*	• Information pack for participants and advocacy pack for members will be created and disseminated by end of January • Alliance's strategic priorities become more visible towards local media and present policy makers during the event.	• 1-2 articles min. about Alliance's work are published in local newspapers • 1-2 meetings with policy and decision makers take place on occasion of EYE
A 2.2.16	Publish in the YFJ weekly	ERC	Alliance's s strategic priorities gain visibility at European level	2 publications in Courier, 2

	Courier and Yo!Mag	*Throughout 2016 and 2017*		publications in Yo!Mag
A 2.2.17	Feed the Alliance Facebook page & Twitter	ERC *Throughout 2016 and 2017*	Social Media are used in an effective way	• 5 posts per week will be published • Number of people engaged through social media is increased
A 2.2.18	Create an offline interactive map and a photo bank and promotional materials as promotional tools to be used by members	ERC *Throughout 2016*	• Interactive map with photos and videos will be produced as a visual presentation tool of Alliance' strategic priorities and activities • Members are supported in promotion of workcamps by having available an online common copyright free photo bank	• Final product delivered to members within 2016 • At least 100 photos are gathered and shared among members
A 2.2.19	Create a volunteers stories database	A4A WG, ERC, ESWG Throughout the years 2016-2017	• the database is created and is accessible to all member organisations • the accessing activities of the network are promoted internally and externally	• there are at least ten stories in the database • the database is connected to the website and promoted through the newsletter

OBJ. 1.4 & 2.3	Develop synergies internally and externally to promote Strategic Priorities 1 and 2			
	Activities	**Agent, Timeline**	**Expected Result**	**Success Indicators**
A 2.3.1	Organize and participate at external events organised by policy makers and relevant stakeholders	All WGs members *Throughout 2016 and 2017*	• Alliance members are active in international events, get updated, promote network priorities and create synergies • The Alliance meets with decision-makers from the countries of their members, present at the Parliamentary institutions.	Participation and presentation in at least 3 events (indicatively YoFest, European Youth Event, flashmobs)
A 2.3.2	Participation in international forums, bodies of INGYOs and policy makers	ERC *Throughout 2016 and 2017*	Alliance plays an active role in the decision making process of policy makers and other relevant networks	Active role and participation in the following forums and internal bodies life: Global Leaders meeting of IVS networks, United Nations Volunteers, CoE, etc.
A 2.3.3	Collaborating with research institutions to recognize the impact of IVS in the life of volunteers (I'VE project, Changing Perspectives,	EC, ADC, ERC *Throughout 2016 and 2017*	• An assessment methodology of competences gained by volunteers in workcamps, based on a scientific approach, non-formal education and open IT tools, and adapted to the needs of MOs, is put in place. • Results of the projects/researches are used for	• Guidebook is revised on voluntary service concepts and impact • Number of members and partners who use tools to assess the impact of IVS

	recent researches from CCIVS and NVDA)		the benefit of volunteers and to promote IVS work	
A 2.3.4	Follow up events of the European Youth Forum	VPER, ERC subgroup following YFJ *Throughout 2016 and 2017*	Alliance voice is brought to the YFJ level, CoE and EU level trough it. Alliance contributes to the youth and IVS related policies of the European bodies.	• reports from 2 constitutional meetings + 2 events are sent to the ERC by Alliance representatives • a rise in engagement with publication on Alliance social media
A 2.3.5	Develop a strategy to apply the Alliance Representation Guide	VPER, ERC *Throughout 2016*	Coherent Alliance representations according to the networks priorities	Strong relations with the current Alliance stakeholders and networks, and by the end of the year new opportunities identified according to the priorities of the Network.
A 2.3.6	Contribute and support international campaigns relevant to Alliance' strategic priorities	ERC, ESWG *Throughout 2016 and 2017*	"Raising Peace Campaign","IVS against Climate Change" campaign, No Hate Speech campaign and People4Soil network are followed up and supported, and wider awareness and participation among members is raised	• 50% of member organizations is involved in the campaigns • Representatives of the Alliance delivered a workshop at the CoY • At least 10 local volunteers are involved in the COP and CoY • Information on People4Soil is disseminated among organisations and volunteers
A.2.3.7	Write mission statements of Working Groups and Committees	MC and WGs *Throughout 2016, by the Joint Meeting*	WGs descriptions are aligned with the Strategic Approach	Descriptions are set and prepared for adoption in the SOs
A 2.3.8	Monitor and follow-up the recommendations on the exchange system enforced by the members, partners and guests	ADC *Throughout 2016 and 2017*	the recommendations on the exchange system are shared and followed by members, partners and guests	• The recommendations are included in the Guidebook and members, partners and guests are informed through TM preparation materials, newsletters and such. • The survey on the exchange system is conducted among at least 50% of the Alliance membership, and analysed
A.2.3.9	Develop communication plan on how to implement and promote Alliance campaigns	ERC, ESWG, A4A, GATF *Throughout 2016 and 2017*	A calendar and explanatory document is created and managed by ESWG, A4A and GATF throughout the year Concrete tasks of the ESWG GATF and A4A are the visibility and implementation of the campaigns on	• The working groups follow the new guidelines and calendar (including press releases, the use of social media, and promotional events such as fairs) • Responsible actors in organisations are

			the organisational level is assured	• identified for the follow up of the campaigns and its promotion. • press releases • Campaign contact person in MOs are assigned in all MOs involved in the campaign

OBJ. 1.5 & 2.4	Develop Educational Tools to promote Strategic Priorities 1 and 2 through non-formal and informal learning practices			
	Activities	**Agent, Timeline**	**Expected Result**	**Success Indicators**
A 2.4.1	Develop training opportunities so as to run the Accessing Campaign with new improved capacities and tools	A4AWG, PoT, Course Director (CD) *Throughout 2016*	• Organizations acquire increased knowledge and expertise on inclusion practices with specific target groups. • Youth leaders coordinating workcamps are supported to implement accessibility practices. • MOs are well aware of the functioning of the Accessing campaign and join its activities	• 10 orgs participating in the training in 2016 • About 1000 youth leaders coordinating workcamps are supported in their projects & promote the campaign • One informational/training activity is organized at each Alliance event • Number of opportunities for volunteers with disadvantaged background to participate in IVS, increase in 2017 as a result of the 2016 activities
A 2.4.2	Update the Alliance training Policy based on results of 2016 work, and review the mission and vision of TNWG in the Strategy	TNWG, supported by Alliance Course Director, Task Force on Gender Equality *Throughout 2016*	• Proposals prepared for the GA 2016 on the updates of the Training Strategy • Training and Educational policy is relevant and up to date	Proposals submitted by the TNWG following the GA procedure after the Joint Meeting 2016
A 2.4.3	To revise the preamble of the constitution based on the discussion and vote of the proposal at GA 2015	All WGs, all members *Throughout 2016*	• WGs and members cooperate in the preparing a revision proposal of the preamble	To have a new proposal adopted at GA 2016
A 2.4.4	Implement a survey among the MOs/WGs and Committees on their training needs	TNWG, A-PoT SDWG *By the end of 2015, 1st semester 2016*	• Current needs of members are assessed • Proposals are created on capacity building suitable for the next LTTC	• Survey/workshops/etc conducted among minimum 15 MOs on their training and other needs by 1/2016 • Results are taken into account while

				planning LTTC 2017
A 2.4.5	Promote the Alliance Pool of Trainers (A-PoT)	TNWG *Throughout 2016 and 2017*	• Members become aware of the possibility to involve trained trainers for camp leaders (participants of LTTC 2015) in their trainings • Members get assistance in implementing national or international trainings for camp leaders	• PoT promoted in newsletter, mailing list and on website as a resource for members to use • Organizers of Alliance events and of MOs training activities address PoT in their calls for trainers • Number of trainers from PoT involved in members' trainings of camp leaders
A 2.4.6	Follow-up the training Fair Play on gender issues in IVS	CD, PoT, Task Force on Gender Equality *Throughout 2016 and 2017*	• Provided space for a deeper reflection on gender issues as a topic of relevance for the network as follow up on the outcomes of the training course "Fair Play" (July 2015). • more extensive survey to find out what are concrete and most frequent conflicts in the IVS projects and to assess the further needs of Alliance members on this topic, and implemented in the workcamps of MOs • developed and submitted an application for the Study Session, as a follow-up of the Fair Play training • developed and submitted an application for training of trainers on gender issues, as a follow-up of the Fair Play training • developed and distributed recommendations for the workcamp leaders on how to deal with gender related conflicts	• A follow-up application for the Study Session in cooperation with EYCs successfully submitted for the October 2016 deadline. • Survey conducted among more than 50% of Alliance membership in more than 100 workcamps, and analysed in a survey report • A follow-up application for training for trainers on gender issues successfully submitted by the Task Force, with the support of the Course Director • Recommendations for the workcamp leaders distributed to all Alliance members
A 2.4.7	Improve and promote the use of the e-learning platform	TNWG, expert trainers within the Alliance, SDWG *Throughout 2016*	• E-platform improved and enriched with new content relevant to the members training needs, e.g. preparation of volunteers (as identified during the Staff meeting 2015) • Training opportunities on how to develop content within the e-platform examined and developed	• At least 1 module at the e-platform by the GA2016 developed by at least 2 experts • At least 1 training opportunity opened to interested e-platform contributors (for example, a paid online course, an expert speaker at one of the Alliance events etc)
A 2.4.8	Prepare and implement a LTTC in 2017 on NFE methodologies specific for IVS	TNWG, CD *Throughout 2016 and 2017*	Successfully trained new generation of trainers for trainings of workcamp youth leaders	• Application for the LTTC with support of EYF Workplan successfully submitted for the April 2016 deadline. • 22 new trainers successfully participated in 3 residential events and the practice phase of the LTTC in 2017.

Annex II - Alliance Members after the General Assembly 2015

	Acronym	Country	Official address	Phone	E-mail	Website
1.	**ALLIANSSI**	Finland	Asemapaallikonkatu 1, 00520 Helsinki	+358207552604	vaihto@alli.fi	www.nuorisovaihto.fi
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3.	**C.i.A.**	Greece	Gkyzi 59, 11474 Athens	0030 2103801881	citizensinaction@gmail.com	www.citizensinaction.gr
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27.	**JR**	France	10, rue de Trevise - 75009 PARIS	00 33 1 47 70 75 71	camp@volontariat.org	www.volontariat.org
28.	**Legambiente**	Italy	Via Salaria 403, Roma	0039 0686268324	volontariato@legambiente.it	www.legambiente.it
29.	**Lunaria**	Italy	Via Buonarroti 39 - 00185, Rome	00390688418800	workcamps@lunaria.org	www.lunaria.org
30.	**LYVS**	Belarus	P.O. Box 213 Minsk 220013 Belarus	0037529385118 7	yaskevich.natalli@gmail.com	www.lyvs.bn.by
31.	**MS**	Denmark	Faelledvej 12, 220 Copenhagen	+45 7731 0022	workcamp@ms.dk	www.globalcontact.dk
32.	**NICE**	JAPAN	2-1-14-401 Shinjuku, Shinjuku-ku, Tokyo 160-0022	81-3-3358-7140	nice@nice1.gr.jp	nice1.gr.jp
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34.	**Open Houses**	Germany	Goetheplatz 9 B, D-99423 Weimar	+49 172 7746913	info@openhouses.de	www.openhouses.de
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41.	**UNA**	Wales - UK	Temple of Peace, Cathays Park, Cardiff, CF10 3AP	0044 (0)29 2022 3088	info@unaexchange.org	www.unaexchange.org
42.	**UNAREC**	France	3 rue des petits gras - 63000 CLERMONT-FERRAND	0033.4.73.31.98.04	international@unarec.org	www.unarec.org

43.	**VIMEX**	Mexico	Plaza de la República 51, 2 Piso, Desp. 2, Col. Tabacalera, C.P. 06030, México, D.F.	0052 55 5591 0265, 0052 55 55662774	vimex@vimex.org.mx	www.vimex.org.mx
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46.	**WORLD4U**	Russia	Sretensky blvd, 6/1, build. 1, entrance 6, Moscow, 101000	007495-748-1-748	networking@world4u.ru	www.world4u.ru
47.	**Workcamp Switzerland**	Switzerland	Badenerstrasse 129, CH-8004 Zürich	043 317 19 30	info@workcamp.ch	www.workcamp.ch
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Annex III - Alliance Invitation List for 2016

The Alliance does not work alone. Worldwide we have a lot of partners, which also work in the field of voluntary work. More and more organisations would like to work together with the Alliance to exchange volunteers and experiences and to take part in the Alliance work.

On international level we work very close together with the following international and regional networks:

- Co-ordinating Committee for International Voluntary Service (CCIVS);

- Network for Voluntary Development in Asia (NVDA);

- South East European Youth Network (SEEYN);

- Service Civil International (SCI).

According to the Alliance Constitution and Standing Orders, **Members**, **Partners** and **Guests** are invited to take part in the main Alliance events and activities (eg. General Conference, Technical Meeting, etc.).

A **partner organization** is a structure, which is involved in IVS, implements workcamps, is currently working with Alliance members and well known by the Alliance because they have already joined events they were invited to; they already respect and follow the Alliance Quality Charter in IVS.

A **guest organisation** is a new organisation organising, or planning to organise, international voluntary service activities, which Alliance members would like to meet to start or develop partnership. The main criteria for guest organisations are the quality of the work and the potential of the co-operation with Alliance members. Guest status entitles organisations to one year participation to Alliance events.

Partners after GA 2015

	Organisation	Country
1.	Fundacion SES	Argentina
2.	LYVG	Georgia
3.	ICJA	Germany
4.	VolTra	Hong Kong
5.	SEEDS	Iceland
6.	WF Iceland	Iceland
7.	FSL	India
8.	Ruchi	India
9.	PKBI (IIWC)	Indonesia
10.	Dejavato	Indonesia
11.	Informagiovani	Italy
12.	KVDA	Kenya
13.	Leaders	Kyrgyzstan
14.	Nataté	Mexico
15.	MCE	Mongolia
16.	CJM	Morocco
17.	CSM	Morocco

18.	VIN	Nepal
19.	IPJ	Portugal
20.	Digevu	Russia
21.	Good Deeds Case	Russia
22.	Mir Tesen	Russia
23.	Passage Zebra	Russia
24.	Sodrujetsvo	Russia
25.	KNCU	South Korea
26.	VYA Taiwan	Taiwan
27.	Greenway	Thailand
28.	VSA	Thailand
29.	ATAV	Tunisia
30.	UPA	Uganda
31.	VAP-UK	UK
32.	VFP	USA
33.	SJ Vietnam	Vietnam
34.	VFP Vietnam	Vietnam

Guests for the year 2016

	Organisation	Country
1.	Bridge to the Future	Azerbaijan
2.	CYA	Cambodia
3.	CSE	China
4.	Dreamwalker	China
5.	Sunshine Volunteers	China
6.	ACI	Costa Rica
7.	FPEC Chiriboga	Ecuador
8.	GREAT	Indonesia
9.	IBO	Italy
10.	GVDA	Kenya
11.	Youth for Smile	Latvia
12.	AJOV	Mozambique
13.	GIED	Philippines
14.	AYA	Russia
15.	Uvikiuta	Tanzania

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