



of European
Voluntary Service
Organisations

ANNUAL REPORT

2016



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Introduction

Dear reader,

I am very happy that you are about to read this report, because it means that you are interested in International Voluntary Service and its key actor in Europe: the Alliance.

The year 2016 was a fruitful year in the life of our network and this document aims to provide you with a clear picture of our annual activities, projects and democratic life.

Following the decision of GA 2015, the theme for the year was migration, a streamlined and important issue in nowadays Europe. It is a topic that is being dealt with on a societal, government and Union levels in regards with migrants' status and acceptance in their host countries. This being said, it was natural to bring the focus of the network towards the common challenge and to combine our efforts in finding solutions. A variety of projects have been implemented by the members and the year has been summarised by the General Conference in Petnica, Serbia.

Even though this year shows a decreasing trend in volunteers numbers, the projects become more inclusive and I am confident that the new year will bring a solution to this downward trend and new approaches will be sought to empower the changemakers and to bring them to join our efforts.

As every year, 2016 was a year of development for the network. There is an increasing participation in committees, working groups and annual meetings. This year also saw the rise of

two taskforces brought to life to react to common challenges we see as a network.

This year saw the biggest ever Technical Meeting held in Tallinn, Estonia that gathered 155 participants from 85 organisations.

A long-term project I'VE - I have experienced coordinated by Lunaria came to an end this year providing the so needed system to evaluate and recognise volunteers' learning experience gathered through International Voluntary Service. The outcomes provide yet a better understanding of the life-changing nature of the movement and I am certain will serve as a useful addition to the Alliance life.

I hope that this report will provide you with a good overview of the Alliance year and I believe that the achieved results will be an inspiration for continuing reflection on global issues and bringing change to our communities.

Enjoy the reading!

Philipp Melikyan
General Secretary of the Alliance

Statistics

The data related to the year 2016 are not available at the moment of publishing this report, and will be issued with the Activity Report 2017.

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

Statistics 2015

Member organisations at the end of 2015: 50

Volunteers

Volunteers participating in workcamps abroad and in their own country: **13643**

Gender ratio
63% female
37% male

Age of volunteers
under 18: 14%
18 - 30: 81%
31-50: 4%
over 50: 0,6%

Destination of volunteers
Europe 74,7%
Asia 16,2%
Americas 3,1%

4,4% of volunteers with fewer opportunities

Projects proposed

Number of workcamps:
1210

Main Types
31,7% Environment
23% Renovation
6,3% Manual
6,2% Kids
4,8% Construction
28% Other

7,3% Camps for teenagers

Mid and long term projects
Volunteers sent: 1630
(EVS: 30,4%)
Volunteers hosted: 773
(EVS: 33,2%)

1598 camp leaders

339 full time staff to run the workcamp programmes 2015

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!

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.

Management of the Alliance



The Management Committee at the opening of the Technical Meeting 2016

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 Petnica (Serbia) in November 2016, the EC is composed by:

Mattia Lolli - President - Legambiente (IT)

Yulia Utenkova - Vicepresident - W4U (RU)

Philipp Melikyan - General Secretary - HUJ (AM)

Martin Avila - Treasurer - Xchange Scotland (UK)

Jana Gander - Vicepresident External Relations - VJF (DE)

Lasse Jensen - Additional Member - MS (DK)



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 2016, they reached the total number of 85 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 2016 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

Moreover, by decision of the General Assembly 2015, three task forces were active along 2016:

- 1) Global Action task force, to coordinate Alliance' reaction to emergency and relevant topics (such as the chosen theme of the year "Migration")
- 2) Gender Equality task force, to address related forms of discrimination in IVS
- 3) Membership fee system task force, to develop an update system for the membership fee in the Alliance.

These groups organise their own work, implement meetings and seminars, and prepare workshops and training sessions during the Alliance events. The Alliance Vicepresident, with the support of other EC

members, is responsible for the co-ordination between the working groups and committees.

At the General Assembly 2016 members decided to create a new working group on Gender Equality, to continue for one more year the Global Action task force, and to create a specific Common Placement Tool task force that will work on developing a strategy for the adoption of such common technical tool. Specific tasks are assigned by the GA to these groups for the year 2017.

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.



MC meeting in Petnica, November 2016

In order to boost the participation of the member organizations, the network organizes since 2012 the **Joint Meeting**, that gathers at the same time the Executive Committee and all the working groups of the network. In 2016, it took place in Brussels, parallel to the final conference of I'VE project for the recognition of competences developed in workcamps.

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, the Secretariat

and the Course Director. This light management is adapted to our present development and keeps the Alliance an efficient and friendly cooperative network.

The Alliance Executive (EC) and Management (MC) Committees held the following meetings in 2016:

Meeting	When	Where
EC	Athens, Greece	22-24 January
EC/MC	Tallinn, Estonia	1-3 March
EC	Glasgow, Scotland	6-8 May
EC/MC	Brussels, Belgium	1-3 September
EC/MC	Petnica, Serbia	1-2 November

The staff positions

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.

After the withdrawal of CiA from the position, the General Assembly 2016 appointed Lunaria from Italy as the next host of the Secretariat.

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.

In 2016, a third part time staff position, the **Course Director**, was initiated in order to coordinate the preparation and implementation of the Long Term Training Course and the Alliance Pool of Trainers, and to monitor the implementation of the Educational and Training policy paper, in cooperation with the relevant appointed bodies and elected positions of the network.



Executive Committee Report¹

Overall Introduction

(President, Mattia Lolli, Legambiente)

Dear members,

2016 has been a very innovative and creative year for the Alliance. For the first time we decided to adopt a common "theme of the year" on which focusing most of our energy and activities: migration. We did this because we are aware that human rights, freedom of movement and multiculturalism are universal values that must be recognized beyond any borders. This awareness comes from the very deep meaning of our nature and history, since the first workcamps took place after 1st World War. We continue to work together to promote a message of peace and mutual understanding, and that's why today, in front of the humanitarian crisis of millions of people displaced, we are standing by their side, because all in all **every volunteer is a migrant, searching and working for a better world.**

It has been incredible to see how all the network (members, working groups, executive committee) gave their best, in a common effort of sharing this will, through our workcamps, projects, campaigns, meetings, events, visibility and advocacy actions and in cooperation with our sister networks, being more and more aware of the potential of the union of our voices, being all part of the International Voluntary Service movement.

In the reports of all EC members, as well as the ones of the Working Groups and Committees, it is possible to read through the lines all the achievements reached and the challenges to come, although it is

impossible to summarize all the stories and experiences of thousands of volunteers and local communities that were reached and enriched by the Alliance.

It has been indeed a challenging year, with new persons in some EC core positions, in such an active and demanding moment for our network. This report reflects also the enthusiasm and the motivation of this team, that tried its best to put new energy and ideas into the life of the network, while continuing the incredible work done in the last years and particularly after the Congress 2014.

We have important objectives ahead us: increasing participation in our activities, working more on visibility, communication and advocacy, in cooperation with the other networks. Develop and share stronger solidarity measures to support our members and to be ready to react in case of emergencies and crisis. Revise and harmonize our evaluation and monitoring tools, to keep raising the quality of our projects and cooperation. Continue to work for the recognition of IVS and for the social impact of our actions.

It is a long way to go, but we know that we can count on each other and that we carry the responsibility and the passion to make this real together.

While introducing this report, I feel also the need to make a special thanks to the persons that made an extraordinary work in the EC in the previous years, bringing the management of the network to an incredible level of efficiency and commitment: Chrysafo Arvaniti and Gregory Van De Put (former President and Treasurer), Stefano Varlese and Jelena Ristic Beronja (General Secretary and Vice President), thanks to their contribution, support and trust there is now a new team that is ready to continue and bring forward the amazing work done so far.

¹ This section contains the 2016 reports of the Executive Committee approved by the Alliance General Assembly.

Vice President report

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

As it was appreciated by the members last year, I am going to follow the new format of presenting the internal life of the network, its projects, events and involvement of members. I hope this makes it easier to follow up what has been done, by a newcomer as by an experienced member.

This new format of tables shows the state of play of 2016, where possible compared to 2015, but together with my analysis, I hope the VP report offers you a more complete analysis of what has been done throughout the year, what trends are set compared to previous years and how high is the involvement of the members in the life of the network.

Also, as VP is supervising the work of Alliance Course Director, you can read here about this part as well.

As this is my final VP report, after 6 years being in this position, I will include also an overview of what I have achieved and contributed to.

This year, much attention is put on **recognition of competencies** gained through workcamps (I'VE project finished with a big conference in Brussels in September during our Joint Meeting – thanks to Lunaria, CBB and JAVVA, when Alliance supported Lunaria with its international platform, and vice versa, to advocate for one of our most important causes); Impact in IVS project of CCIVS where we were supporters also produced an impressive research), **evaluation of cooperation and our work** (the Involvement programme, the Buddy system, standardization of evaluation forms for workcamps, then evaluation of partners and exploration of ways for self-assessment of our organisations), **surveys and analysis** of members needs and current state (training needs, gender issues, campaigns' analysis), **visibility of**

members' projects on the network level and putting **Alliance resources in use by members** (an increase to 5 major international projects run by members where Alliance is a promoter).

As always with the change in management (new EC presidency) there is time needed for adjustment. Speaking as someone who has been a link between the old EC and the EC under the new presidency, I can say that the new EC has been using wisely what the old one left as legacy and is now, after one year, ready to bring us forward with a clear vision and strong capacities.

In the previous 5 years of my vicepresidency much was invested in building internal capacities of the network (assuring our financial sustainability through new membership fee system and strong applications of admin grants since 2012, investing in flagship projects that built cooperation among members, like Learning Bridges with Latin American organisations, short-term inclusive EVS, of course the Congress; then there has been a considerable investment in the educational dimension of IVS, through LTTCs, study sessions, capacity building trainings, then RIVER and I'VE project focusing on recognition of this dimension. The last, 6th year I have spent with the EC under new presidency, the plans started from keeping investing in what has been achieved but also adding a more external representation of the Alliance towards the important European stakeholders, institutions and networks on one side, and on the other to investing in building capacities of members themselves – there is a growing trend of Alliance being strategic partner in several big projects of members, usually involving 7 and more members and Alliance supporting members in their national realities in advocacy and lobbying for IVS in their countries – this year for the first time the TM in Estonia and GC/GA in Serbia confirm this attitude. So - **not only to have a strong network, but strong members as well.**

Here are just some major indicators of success for the Alliance year 2016:

1. 3 usual projects and events of the Alliance were organized (Technical Meeting in Estonia, General Assembly and General Conference in Serbia). This is compared to 8 of 2015. It was planned to have 5 (Buddy system planned 2 additional groups of activities but the application was rejected by EYF). One should not mistake this for a weakness, as there are considerable other results achieved.
2. 3 project applications were presented: EYF Workplan for the Buddy System – not approved; EYF Workplan for the LTTC2017- not approved, to be resubmitted on 1/10/2016; Study Session with the Council of Europe – approved and scheduled for 2017.
3. 1 long term project (I'VE, coordinated by Lunaria) where Alliance is an official promoter finished after 2 years successfully with a Final Conference in Brussels during our Joint Meeting; Alliance contributed with Steering Committee members and trainers from our Pool of Trainers, as well as with a wide dissemination of its results and a planned follow up in the year 2017 – there will be an added value of I'VE project in our next LTTC2017, so to transmit the I'VE methodology to our members' trainers so they could implement it nationally. Finally, thanks to Lunaria, we all have at our disposal a tool for recognition of competencies gained in workcamps and a common certificate we should all use and promote, make it live.
4. 5, compared to 3 in 2015, new projects applied by members giving the Alliance the same partner role – Lunaria, SJ, YRS, GENCTUR, ALLIANSSI; There might be more in the 1/10 deadline, but this report is written before this deadline. **We strongly encourage members to involve Alliance in their projects involving 7+ members and**

use the network's resources: for dissemination purposes, experts, trainers from our Pool of trainers, steering committees, etc!

5. 206 participants were involved in Alliance events and projects from 85 organizations, not to mention the management of the events;
6. 3 groups of usual internal meetings were held: Joint Meeting, EC/MC meetings, Working Groups meetings
7. 6 Working Groups and 3 Task Forces gathered 86 people (89 in 2015)
8. Our Pool of Trainers grew to 12 trainers
9. We have strongly reflected our priorities through implementing the two campaigns: the Accessing Campaign and the Environmental Sustainability Campaign but also through the theme of the year.
10. We have marked the theme of the year – migration, throughout the work of the Global Action Task Force, various meetings of EC/MC with local partners working with migrants in places hosting EC/MC meetings, and throughout the General Conference in Serbia
11. Some of the innovative solutions for workload distribution were 3 Task Forces focused on specific tasks; the Alliance Course Director as a staff position, taking some workload of the EC and the VP in charge of writing projects and coordinating the Pool of Trainers.

You can find Alliance Course Director's report separately, written by Dusan Milojevic, but here is my input as well, as it is the Vicepresident to supervise the ACD work.

Generally speaking, so far ACD has done more than what has been planned. Beside the expected applications for EYF Workplan for LTTC2017 (application submitted on 1/4 and rejected with recommendation from EYF to resubmit in 1/10) and Study Session to the Council of Europe (applied on 1/4 and approved for 2017), forming and coordination of the Pool of Trainers, ACD has moreover designed the methodology

for the General Conference and with the support of IJGD applied to the German National Agency at 31/4 deadline, for which got the grant; ACD has moreover going to be one of the trainers at the GC and the Study Session, which exceeds his designed role for the 2 years term.

The position of the ACD is planned for a two years period. In 2017 it has been planned to design, apply for, report and coordinate the LTTC2017, which is the main task of the ACD. It will be an added bonus to have ACD also as a trainer in LTTC residential events, aside the coordination of the methodology and the trainers' team, as a trainer of GC2016 and at Study Session 2017. Dusan is willing and available to do that, which shows commitment to the position, even though exceeds his planned tasks.

The accepted proposal at the GA2015 to have ACD as a staff position has been proven to be a considerable support to the EC for project applications and advices on educational aspects of yearly activities. The time will show if ACD being a staff position is justifiable and if his/her tasks should remain linked primarily to LTTCs or should they be extended to a full time position and all Alliance educational events. It is my position as VP and the supervisor of ACD that having ACD as a staff member is a good investment for reaching the recognition of IVS as a frame for non formal education.

As you can see from bellow tables, the activities from the Plan of Action 2016-17 have been realized in their majority, even though not in their entirety. Even though all the planned project applications were successfully submitted as planned, not all were approved and therefore have been forwarded to the year 2017. All the project reports of the year were successfully submitted and approved. Alliance members are active and empowered, the new EC as well, even in the transition period. Together we have however proven once again to be accountable to the decisions and big words spoken at the Congress 2014 – in 2015 we

were getting there in very big steps, in 2016, in smaller but still very firm ones!

I always use the opportunity to mention one particular person whose efforts excelled along the year. This year I would like to use the power of a written word of this report, that will stay in our archives for many years to come, and give space for one name that has not been pronounced much out loud but has been a strong support to the network and its projects since 2008 – Sara Mandozzi. Sara has been representing the Alliance in countless projects, has been an adviser on important educational events and in 2016 as our senior trainer in I'VE project and the General Conference.

For the 6th and last time, thank you for the trust invested in me to do my part in securing the network and bringing it forward. It was an honor being the Alliance Vicepresident for three mandates.

Financial Report

(Treasurer, Martin Avila, Xchange Scotland)

Dear friends, colleagues and members of the Alliance, please find attached my report for the work of the Treasurer for the operational year 2015/2016. As you know this is my first year as Alliance Treasurer since being elected to the position at the GA of 2015, in Uckermeunde, Germany.

Much of this report reflects the work that has been carried out by the previous EC and by the previous Treasurer, Gregory Van De Put from CBB. As such, it is only right to recognize the work of the previous EC and of Gregory for the strong financial position that the Alliance finds itself in today.

Highlights from the closed accounts of 2015:

- Another strong financial performance for the year with a positive result recorded of **11 446 euros**
- Added to the opening balance this means that Alliance has **18 473** of reserves in addition to the **70 000** for provision for Alliance Administration
- Membership fees raised **25 027** Euros
- Admin grants totaling **66 910** Euros
- External relations budget exceeded original estimates by **265** Euros
- Costs for all other areas of regular activity within the boundaries set in 2015 budget as voted by the GA

Major differences between the budget voted at the GA 2014 and the final results include:

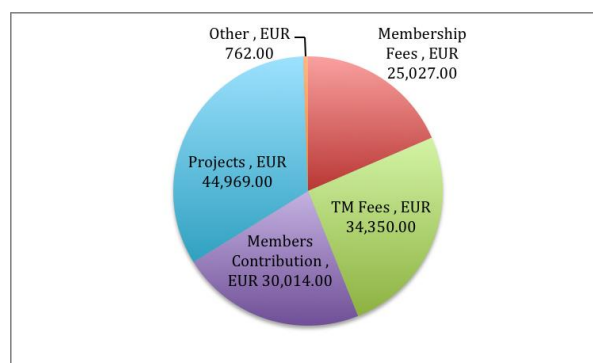
1. Income and expenditure lower than predicted due VJF applying for the Staff Meeting and not the Alliance
2. TM costs and expenditure lower than predicted but still balanced income and expenditure

3. Working group costs lower than predicted

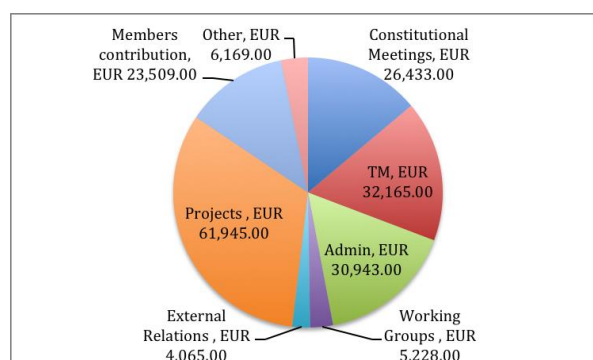
4. LTTC costs higher than predicted

A visual breakdown of the income and expenditure can be found in the graphs below.

Income 2015



Expenditure 2015



The current costs and expenditures can be understood in the following way:

1. The Alliance budget is well balanced between costs and income
2. Fees from membership equal the amount spent in constitutional meetings
3. TM costs are covered by the participant fees of members, partners and guests
4. Administrative costs are currently mostly supported by the EACEA Admin grant
5. Joint projects are supported by Alliance funds as well as grants
6. The EYF Grant allows admin costs to be met, thus freeing Alliance funds to be invested in projects

However some important aspects are worth analyzing from the attached accounts

The Alliance reserves, including the Provision for Alliance Administration total 88 472 82 Euros, which represents almost 3 years of administrative costs of the Alliance at 2015 levels.

Building these reserves further may make it more difficult to secure external funding in the medium-term as funders question the need for the Alliance to access funds when it has such large reserves.

Furthermore such a large amount of liquid capital being held in reserve is inefficient due to the fact that the capital is not working to make further gains for the network, but resting dormant in a bank account.

It is therefore my recommendation as Treasurer that members discuss at the upcoming GA how best to invest these reserves in order to create benefit for the members in their daily work and as a result for the network for the whole.

If the Alliance took the decision to invest a maximum of 28 472 Euros in a way that brought shared benefit to member organisations then it would still retain almost 2 years of administrative costs in reserve, a prudent and conservative financial policy.

Thanks and acknowledgement must again go at this point to the former Treasurer and EC members for building the Alliance reserves through good financial management so that such discussions are possible.

Secretariat Report

(General Secretary, Stefano Varlese, YAP Italy)

Dear friends,

This is the second (and last) year of my mandate as Alliance General Secretary.

In the last 3 years I had the great honour (on behalf of YAP) to give my contribution in the Alliance EC (1 year as Additional Member + 2 years as General Secretary).

I want to express my gratitude to all the EC members for supporting / bearing me in these amazing 3 years and give my special thanks to the Alliance Secretariat Staff (Giovanna) whose daily professional work allowed me to cover this core EC position.

Now it is time for me to make a step back. Life is always a surprise and due to some important changes in my personal life, I will not stand for a second mandate as GS.

For the same personal reasons, probably I will not be able to take part in the next GA but I'm confident that you will not miss the ringing of my bell before every vote ;-)

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.

In 2016 we had the following EC meeting:

EC meeting, 22-24 January 2016 Athens, Greece.

EC/MC meeting, 1-3 March 2016 - Alliance Day 05 March, TM 2016 Tallinn, Estonia.

EC meeting, 6-8 May 2016, Glasgow, Scotland (due to personal reasons I was not able to take part in this meeting but I was available online for a skype session).

JOINT meeting 2016 01-04 September 2016, Brussels.

As usually, the big part of the GS/Secretariat work will be done since the time of this report (Sep 216) to the GA (Nov 2016) in supporting/checking /revising all the documents/proposals from working groups, members, guest applications, etc

Just to give you (and to the next GS) an idea, here are some numbers:

- 1) Around 600 e-mails sent since the GA 2015 until now by the GS mail account (internal/external communications)
- 2) Around 900 e-mail sent since the GA 2014 until the GA 2015 by the GS mail account (internal/external communications) during my first year as GS.

Grant applications

October 2015: application for Buddy System under the EYF workplan (rejected)

November 2015: application for the renewal of the 3-year admin grant from EACEA, for 2016 (2nd year) (approved)

February 2016: final report of the Workplan 2015 (the first LTTC) to EYF (approved)

April 2016: 1st application for the LTTC 2017 to EYF workplan (rejected)

April 2016: application for the Study Session 2017 to the Council of Europe Youth Department (approved)

May 2016: interim report of EACEA admin grant 2015 (1st year of the 3-year grant) (approved)

July 2016: final report of EYF admin grant 2014-15 (approved)

October 2016: 2nd application for the LTTC 2017 to EYF workplan (to be submitted)

November 2016: application for the renewal of the 3-year admin grant from EACEA, for 2017 (3rd year) (to be submitted)

Some reflections about TM

During my mandate as GS, a big part of my work consisted in being in contact with partners/guests about TM applying for / renewing guest status etc.

The TM, in my opinion, still represents a core event in Alliance, giving to the members/partners/guests the possibility to share not only workcamps programmes but to increase our common vision of IVS and mutual trust and cooperation.

However we had to admit that the participation to the TM sometimes is really difficult for some Members/Partners/Guests and a structured solidarity system still has to be implemented.

In my opinion we also need to reflect on the role of the Pre TM nowadays.

The PRE-TM is not an Alliance Event, so we don't have any possibility to check how it's organised, the costs required, the invited organisations, etc., this situation may generate confusion and problems for Alliance especially when organizations that are not in the Alliance invitation list, are invited to the PRE-TM and have the possibility to meet the same partners and guests.

How can we guarantee the respect of the Alliance Quality Charter in these cases?

Should we think in a way to include the Pre TM among the Alliance Events?

Some reflections about the next GA

This year for the 1st time, the General Assembly will last 3 days, by including the Alliance Day inside the General Assembly.

I hope that this new structure will allow more time for analysis of proposals.

Alliance is entering in the 35th year of life...it's an important anniversary for our network and we can use this chance to reflect about our common vision for the future.

We always say Alliance is strong if Members are strong, so what we can do as network when Members are decreasing the numbers of volunteers every year?

My personal reflection for the end of my mandate could be entitled "*Workcamps in the time of Millennials** (also known as the Net Generation)".

The big part of our volunteers in our workcamps (our lifeblood) is made by young volunteers (16-25) years old, it means that this generation represents our target group.

We need a clear strategy to work on it for the next 5-10 years.

I'm still convinced that we don't need to change our way to organize workcamps, but we need to change our way to present/explain/promote workcamps, we need to be able to speak the *Millennials'* language, to touch their young souls and hearts if we still want to have an important role in the future generations' lives, otherwise the risk is to assist powerless to the reducing numbers of volunteers and workcamps. It's time for Alliance to invest resources, energy and competences in these analysis and I really hope that our 35th anniversary will be a chance not only to celebrate a great history but also to build together a great future!

Report on External Relations

(Vicepresident on External Relations, Jana Gander, VJF)

The main aim of the Alliance representations is to promote the concept of International Voluntary Service and to spread the values of the Network. It furthermore seeks to contribute to quality improvement in the field of IVS, especially workcamps, but also other Non-Formal Education activities and programs. The role of the VPER is to maintain the relations and cooperation with the IVS networks (CCIVS, NVDA, SEEYN, SCI), represent the Alliance in and support the representatives on behalf of the Alliance in the Youth Forum Jeunesse (YFJ) as well as other institutions and partners, and work with ERC to ensure external communication in line with Alliance principles.

Now that my first year as Alliance Vicepresident for External Relations is almost over, I can say with confidence that it was first and foremost a year of learning: to work closely with a great team of motivated volunteers in the EC, to better understand structures, roles and history but also to get an understanding as to how to best fill the role in order for the network to benefit most from it. In any case, it has been a busy year with many events where Alliance was present. We were able to make new contacts and connections in the field of impact analysis, strengthened our links with the YFJ but also fostered the ties with our sister networks. This report is a brief overview of what happened throughout the year. For detailed information, you can go through the reports that we create on all major external representation events.

Alliance Campaigns

The beginning of the Alliance year in the EC was mainly devoted to discovering what the role actually means. The outcome of this process was a presentation of the position and the stakeholders to be considered as well as the possible tasks that can and

ideally should be carried out. As I had been to the Global Leaders Meeting as the Coordinator of the ESWG, it came as no surprise that with the experience of the past year(s), the wish to structure and coordinate the number of Campaigns by and with the Alliance arose.

The annual campaigns run and supported by the Alliance are an essential part of our external representation – they transmit our values and carry our messages. However, it becomes more and more clear that they need to be coordinated to be effective in terms of outreach towards our volunteers as well as in terms of sending the messages they mean to send. Also, they need to be developed internally as well as with our sister networks to mirror the current reality and developments in Europe and the world. And last but not least, a common strategy for promotion needs to be developed and implemented.

Institutions, institutional events, other partners

Youth Forum Jeunesses

The Alliance has joined the **YFJ CoMEM** twice since the last GA, in November 2015 and in April 2016. Both times members of the ERC (Kristine Roke, coordinator of the ERC, and Tiffany Alleron) have joined the meetings networking on behalf of the Alliance.

Furthermore, **Mattia Lolli joined the YFJ delegation at the COP 21** in Paris in November 2015. He had the chance to speak with a variety of delegates from the Forum as well as represent the Alliance together with our **sister network CCIVS** during an information session on how IVS contributes to combating Climate Change.

European Youth Event in Strasbourg & YO!Fest

With the amazing support of Arielle Becco, CBB, the Alliance took part in the event with in 2016, organizing and supporting 3 workshops on different topics:

- 1) "Soil for Sale" - facilitated by the ESWG
- 2) "A good job for everybody? Yes please!" - facilitated by different people from the group the Alliance sent
- 3) Break through stereotypes: an EYE 2016 workshop by and for young people - facilitated by different people from the group the Alliance sent



Additionally, Tilemachos Bonis from ELIX and Coordinator of the TNWG, joined the EYE as YFJ Volunteer and helped in the organization of this event.

The event is a good practice in terms of volunteer motivation and engaging youth in participation processes, as well as presenting who we are and what we offer. However, the latter is only possible to a limited extent as this is an event with a massive number of NGOs. The learnings from this event will be implemented during the organization of the next EYE participation in 2018 (yet to be decided).

European Youth Foundation of the Council of Europe

Alliance, represented by Yulia Utenkova, Additional Member joined 2 meetings (information sessions) by the EYF in March and in September 2016, which helped to establishing better links between Alliance and EYF. Additionally, participation in these meetings supports the creation of a common understanding of the Workplans supported by the EYF, understanding the different situations organisations address with the support of EYF grants, and achieving an open and informal networking between the EYF team and the people running projects with EYF grants.

United Nations Volunteers

As mentioned during the Alliance Day at the TM as well as in the mailing on the Alliance Campaigns this year, the Alliance has kept the ties with UNV. As the Sustainable Development Goals (SDGs) build a framework under which countries, companies and civil societies are meant and asked to contribute, we have received the opportunity to use UN communication channels to communicate our projects. The aim is to keep using the channels and become a relevant stakeholder to be considered by UNV.

Das Progressive Zentrum

One rather spontaneous and unplanned opportunity presented itself with the opening conference of the **Dialogue on Europe** taking place in Berlin, thus the VPER could attend without any costs. The project has been initiated by Das Progressive Zentrum, in cooperation with the German Federal Foreign Office. The project's four key topics are Migration & Integration, Sustainable Growth, Populism and Social Cohesion. In the project's first, bilateral phase Town Hall Meetings with more than 400 young representatives of civil society have taken place in Athens, Lisbon, Rome and Marseille and Madrid within last 6 months. With the Opening Conference the DIALOGUE ON EUROPE entered now its second, multilateral phase. Alliance has had and will have the chance to get in contact and establish relations with a variety of organizations and different stakeholders on some of our core values. The aim is to feed our expertise on volunteering, IVS and Non-Formal Education into the process, if and when possible.

SALTO South East Europe

One of the last events prior to the Alliance GA will be the **European Volunteering Forum, organized by SALTO SEE**. Alliance will be represented by Giovanna Pignatti, Alliance Secretary, who in the anniversary year of EVS will celebrate with many other NGOs and at least 49 other participants. Additionally, we will be able to

use the opportunity to promote the impact of transnational volunteering, share and learn about good practices, identify current challenges and develop perspectives for the future.

IVS Networks

Global Leaders Meeting

In 2016 Alliance, represented by EC members Martin Avila, Treasurer, and myself, participated in one **Global Leaders Meeting (GLM)** in June. The GLM is an opportunity to meet and share news with other networks as well as discuss future possibilities for cooperation such as common projects and promotion, or facing common challenges may it be Migration/refugees, Climate Change or decreasing number of volunteers. Cooperation should be kept up to be able to tackle afore mentioned challenges. Integration into a wider strategy on advocacy is advisable.

Common Campaigns & Theme of the Year

Both topics require a substantial amount of cooperation for the network to benefit widely. The common campaign in which the networks have been working on mainly is the Sustainability Campaign under the umbrella of **IVS against Climate Change**. Alliance cooperates with its sister networks **CCIVS, SCI and NVDA** under this framework. This has been done together with the coordinator of the ESWG. However, there is much room for development (see below under the section on "challenges"). Under this umbrella Alliance was present at the **COY 11** (Conference of Youth) just prior to the COP 21, where we also shared the task with our sister network CCIVS.

Also, in terms of cooperation, the theme of the year which was chosen during last year's GA, namely "Migration" has been incorporated partly under the **Raising Peace Campaign** framework. The Global Action Task Force has contributed a great

deal to this cooperation and has thus helped to strengthen the ties with our sister networks.

Tilemachos Boni, Coordinator of the TNWG, has supported immensely by joining and supporting the **CCIVS Laboratory and Study Session in April 2016**, returning with a workshop that was distributed to the members.

Additionally, the EC made use of the opportunity to meet different stakeholders relevant to this topics during its meetings with the intention to identify possible partnerships but also to link the work the Alliance does with the current situation in Europe and the world.

Impact of IVS

In May 2016 Alliance, represented by Giovanna Pignatti, Alliance Secretary, and myself, was invited to join the final conference of the **Changing Perspectives project by SJ, France**. The conference presented the results of this 2-year project about the impact of workcamps. As representatives from CCIVS were present the space was used to start thinking a) on the promotion of the results and b) on possible follow up of the project. The results which have been shared with the network can support every organization in the network in their promotion, advocacy and fundraising efforts.

Also dealing with the impact of our work are the results of the **I've Experienced project by Lunaria, Italy**. The **Final Conference** was integrated in the Joint Meeting in Brussels organized by CBB. Alliance used the opportunity to speak during the panel discussion (Vicepresident Jelena Ristic Beronja) but also invite external stakeholders from the **YFJ, CEV-European Voluntary Centre, or the Council of Europe**.

Challenges

The challenge throughout this year was primarily to identify my tasks by defining

my role and vision for my 2-year mandate. As I wish to contribute in making the Alliance known in all major institutions for having an expertise not only in carrying out International Voluntary Service, but in a specific form – the Workcamp – as well as having an expertise in Non-Formal Education, there is a need to integrate this vision into strategic planning. Thus, one main topic has come up throughout the year, namely the issue of strategy development:

- 1) Campaigns' (promotion) strategy
- 2) (Social Media) Communication strategy
- 3) Advocacy Strategy

Both the campaigns' and the social media strategy have been started. The ERC developed a strategy on Social Media – a first and important step to be aligned with the first draft of the campaigns promotion strategy. The latter still needs to be elaborated and should be regarded as one main point when it comes to promoting IVS and our values. Main challenges are the need for development and coordination and have already been mentioned at the end of the Campaigns' section in the beginning.

The primary topic for the second year of my mandate will be the development of an advocacy strategy that can be implemented in the years ahead. The lack of structure and primarily focus lead us to tackling many important topics, however, a concerted effort to promote our specific tools to work for peace is still somewhat missing. Thus, bringing these topics together and aligning them is and shall remain a major challenge which is, and this is good news, already visible in the future (yet to be adopted) PoA.

Before ending this report, I would like to express my deepest gratitude to all organisations and volunteers who have worked on spreading the values of IVS and our network and who have taken time and energy to represent the Alliance during this past year and beyond. It is a task that no President, VPER or EC for that matter can manage on their own!

Additional Member Report

(Yulia Utenkova, World4U, Russia)

This year the tasks of Additional Member were assigned to internal life of the network: support the Vice President in following the activities of Working Groups and Task Forces (specifically being the contact person for TNWG, A4AWG and Gender Equality Task Force), as well as following the Alliance events - as highlight, supporting the Joint Meeting preparation and implementation. On behalf of Alliance EC, I also participated in two meetings held by European Youth Foundation of the Council of Europe in Brussels in March and September.

During the 4 EC 'live' working meetings this year (in January, March, May and September) I had an opportunity to contribute fully towards decisions on Plan of Action execution. After this experience, I find the AM 1-year position a very useful possibility existing in Alliance - both for new person joining EC team and for the team itself in terms of bringing better diversity in feedbacks during EC discussions.

There has been also an intense online communication throughout the year, especially considering the constantly growing amount of tasks plus 3 new EC members getting familiar with the network management. As a main challenge of being an Executive Committee member, I would identify the importance of multidimensional thinking for network strategic planning, - to foresee and take into consideration all the various aspects of our member's work on international, national and local context. It's important to keep in mind that growing stronger as a network means having network's member organisations getting stronger individually too.

I would like to thank all the current EC members for their work and passion; throughout the year it was always visible that the EC team puts member organisations needs as a core in everything we do.



Reports of Working Groups and Committees

Alliance Development Committee (ADC)

Mission

The Alliance Development Committee (ADC) is a permanent body focused on the strategic development of the Alliance and IVS movement in general.

ADC acts as a think tank coming up with ambitious more distanced from daily routine long-term proposals to ensure development of the network and IVS movement in Europe and world-wide. The empowerment of the Alliance and IVS movement in reaching its strategic goals and enlarging its influence is the core of the ADC mission, which involves implementing analysis, generating proposals, taking initiatives.

The ADC feeds the Alliance with new ideas, approaches and proposals regarding its development as well as development of IVS world in general. It also tackles the needs of the Alliance when developing new programmes but also procedures and tools. The "development" is therefore intended as "external" when it concerns the enlargement of the Alliance actions and influence at international level, and as "internal" when the Alliance life and regulations are under revision and innovation processes.

The ADC can address to and be addressed by the EC, WGs, Task Forces and members when ongoing developments are planned and implemented.

Dear Members,

this is just a personal introduction to the report. I need to thank the ADC active members, for their valuable contribution. We couldn't organize a mid-term meeting, and the distance work started quite late, but everybody, before, during and after the Joint Meeting, made the best and made a lot in terms of creativity and effectiveness. So we can finally be proud for what achieved, and this couldn't be done without positive thinking, love for the Alliance and trust.

The ADC at a crossroad

ADC members aimed at enlarging the scope of the committee mission, in 2016. The previous years showed the need of a "technical" support from the ADC when changes in Constitutional documents of network programmes and procedures innovation are voted by the members: ADC, being *normally* composed by experienced people is always asked to take over tasks that are very delicate, but often quite internal. This, in a dynamic network as the Alliance, can be an never-ending story. The ADC members shared an increasing frustration about this accepted meaning of "development". Moreover in years where trends of IVS and international crisis should be tackled with innovative ideas and analysis. This is the reason we worked on a revision of the ADC mission where "development" concept is brought to a more comprehensive meaning.

The ADC aims at taking care of the Alliance development on a wider sense!

Many pending issues on the table

When we started to sum up the different tasks and topics assigned to the ADC after the GA 2015, we found many pending issues, some novelty, and some "monitoring".

Just to mention the most important: CO Preamble revision, Membership Fee renewal, Exchange system recommendations follow-up, Partnership evaluation process assessment, Involvement Programme (aka Coup de Coeur) functioning evaluation, Improvement of workcamps evaluation forms, standardisation, Development of members self-assessment tools. Basically we managed to finish our homeworks, but there are still things to do about the "qualitative" assessment of the members,

since we only started a very intensive, interesting but still open discussion with the SDWG colleagues.

Achievements and co.

The ADC finalized the following proposals and works:

- 1) **A revised proposal to renew the Constitutional Preamble** - The ADC members drafted and agreed on a text to renew the CO Preamble and on the open process to involve EC/MC/WGs and members, so to reach a wide consensus on the proposal, that takes the move from the original proposal submitted by CiA and IJGD.
- 2) A proposal to **change the membership fee** to be more fair, sustainable, attractive - the ADC analysed the elements raised by the membership fee task force, and tried to conceive a stable, safe, attractive and fair new system. The ADC agreed on a model that will be submitted to the Mos for adoption at GA 2016.
- 3) Analysis on MOs practices in the view of the **Enforcement of the Exchange system Recommendations** - The study of the Exchange system brought the ADC to assess the compliance with the Recommendations still weak. In fact there is confusion on the definition of the fee, while the explanation of their reasons into the public and bilateral (as well as in the Yellow Pages) must be improved by many.
- 4) The **Partners Evaluation Process** - The process is still ongoing in its first cycle. It appears to be quite smooth and efficient, even if the time in GA plenary seems too short for the discussion. At the same time we see a lack of coordination in the cases when the partners is assessed negatively: the next year the partner should receive support and monitoring actions, while so far everything is left to the single members to tackle their own choices on how to keep the partnership.

- 5) The **Involvement Programme** - the IP lacks of a central coordination: it seems that the tutoring orgs are left alone in their supportive role. Nevertheless the programme seems working well to better get to know new organizations and check their potential in organizing IVS projects in their Countries.
- 6) The new **Mission Statement** - as above!
- 7) The **Members self-assessment** tool - The ADC and the SDWG started a very intensive but unfortunately not conclusive discussion. Different models of assessment were taken into account, starting from a draft proposal from some members of the ADC (a peer validation of a self assessment). Political and organizational implications of the different models are quite hard to be clarified, the topic is delicate and maybe the Mos should have a say on this before going into a formal decision for new model/process. The ADC will prepare for GA 2016 a document showing the different models taken into account during the joint discussion, as food for thoughts and to trigger a discussion that could lead to the adoption of a tool for self assessment in the near future.
- 8) A new initiative to foster **best practices and innovation** within IVS - This is intended to tackle the global trends and facts and bringing organizations to reflect about them, while being proactive in exchanging ideas, opportunities, ideals. A proposal will be discussed at GA.

Marcello Mariuzzo, Lunaria
ADC coordinator

Access for All Working Group (A4AWG)

Mission

The Alliance Access for All working group exists to reinforce the inclusion of volunteers with fewer opportunities in the international voluntary service movement. Through the creation of tools and activities that promote and support their active participation we create richer and more meaningful experiences for all. These actions develop volunteers as individuals and help us move together toward a more tolerant and open society that respects individual and cultural differences.

In 2016 the A4A Working Group was formed by CBB, CBF, Cocat, Concordia France, Elix, Grenzenlos, IBG, INEX-SDA, Legambtiente, Lunaria, SJ, Unarec, Workcamp Switzerland, World4You, Xchange Scotland, YRS, This year we have focused on the development of the "story database" and the continuation of a reshaping of the "Accessing Campaign".

Accessing Campaign



Starting from the ideas developed during 2015 we've started the new season with a special session during the TM to share experiences and motivate new

organisations to open their workcamps to accessing volunteers. Additionally we've invited every organisation to write their contacts in the camplist, eventhough they might not have a specific camp, but the general willingness to host A4A volunteers. This lead to the positive result of seven new organisations in the camp list.

Statistics/ Evaluation of the A4A Season

In order to evaluate the work of our working group and see the developments of the involvement of volunteers with fewer opportunities in workcamps and other

intercultural activities, we are collecting more indepth data of all organisations working with Alliance.

Unfortunately the data is not complete, as some organisations were not able to give their data by the end of September.

This year 30 organisations have answered our evaluation form. In our camplist we've had 20 organisations. Nine of these organisations have not provided their data. On the other hand two organisations, that have not mentioned their camps in the camplist have still hosted volunteers with fewer opportunities. There are also four organisations, who have not hosted but send volunteers with fewer opportunities abroad.

In total we have **130 volunteers sent abroad, 293 local volunteers** with fewer opportunities, that have participated in our workcamps and 111 international volunteers, that we've hosted. Additionally we have 114 volunteers, that we could include in other acitivies like youth exchanges, trainings or short and long term EVS outside of workcamps.

These numbers are lower than in 2015. The reasons for this could be the missing data, but also others, that we will try to figure out in order to support member organisations in the recruitment of volunteers and training of camp leaders in order to provide a positive experience for all.

Story Database

In order to create more visibility of the actions of the A4A WorkingGroup and the experiences of accessing volunteers, we've worked on the questions as well as the technical realisation. The idea is to collect many inspiring stories of our volunteers in order to show the results of our work and to motivate volunteers as well as organisations to try and create/join A4A camps. Together with the support of the Alliance Secretariat we are working on the implementation of the story database on the Alliance website.

The first stories will be presented during the GA 2016.

Challenges in 2016

The reshaping of the campaign was one of the main topics we have discussed. The question of how to combine meaningful activities, supportive actions and inspirational exchanges was leading our discussions. During the Joint Meeting we've decided to drop the campaign as such.

Another continuing difficulty is the involvement possibilities of working group members, who are not staff, but volunteers of their organisations and therefore not joining the TM, or GA. We've tried to create working groups with experienced and new working group members, but it was still not easy to have all members active.

Conclusions

During the TM and also in the exchanges most organisations are generally willing to exchange volunteers. Now we have to work on different tools, methods, information to support the exchanges and make them reality. As the number of exchanges in this season show the contrary. More organisations are sharing the principle of the idea to exchange volunteers with fewer opportunities, but less volunteers are actually going abroad. With the different actions we are planning for 2016 we want to support organisations in their work with camp leaders, local institutions and also the volunteers and their families.

Last but not least, I want to thank all members of the working group for their contribution and their dedication to our work. If we continue to improve our work and communication we can inspire even more organisations and volunteers to take the first step to intercultural experiences.

Daniela Fellingner, Grenzenlos
A4A Working Group Coordinator

Environmental Sustainability Working Group (ESWG)

Mission

Our aim as Environmental Sustainability Working Group of the Alliance of European Voluntary Service Organisations is to raise awareness for sustainability within the Alliance IVS organisations, in their camps and among volunteers.

By giving advice, providing information and learning material and organising common events, we want to encourage them to reflect on and deal with sustainability, and to facilitate the implementation of sustainability in offices, camps and everyday life.

Besides that, we aspire to build a bridge between the Alliance and other networks and initiative active in the field of sustainability, giving consideration to the global character of the sustainability challenge and the need to tackle it conjointly.

In 2016, the Environmental Sustainability Working Group (ESWG) of the Alliance consisted of 17 members from 11 Alliance organisations, namely Concordia FR (France), De Amicitia (Spain), Gençtur (Turkey), IJGD (Germany), INEX (Slovakia), Legambiente (Italy), Lunaria (Italy), Solidarités Jeunesses (France), SIW (the Netherlands) World4U (Russian Federation) and IBG (Germany) as coordinating organisation. Most of them were already experienced working group members that had been involved in working groups the year before, but we were also happy to welcome some new members.

Organisation and communication of the group

The ESWG had 2 physical meetings in 2016 – at the TM 2016 in Tallinn in March, and at the Joint Meeting in Brussels in September. Besides that, 4 Skype meetings were held, but it was difficult to find times that would suit many of the group members. Thus, emails were the most important means of internal communication.

Some special tasks were delegated at the beginning of the year – namely responsibility for the Alliance newsletter, the role as connecting point to the ERC, and responsibility for facebook promotion.

Our work in 2016

Constantly underlying our work and challenging us this year was an effort to connect our activities to other projects and events happening in the Alliance and beyond the network. Especially the Alliance theme of the year – “migration” – gave a direction to our work. Besides that, following previous years, we continued to show increasing presence at important events related to sustainability and the empowerment of citizens, especially youths.

Campaign and Common Action

Together with the other Alliance campaigns, the Environmental Sustainability Campaign was successfully launched in a concerted sequence in March this year. Soon after, we sent out the call for this year's Common Action which was meant to combine the Alliance theme of the year “migration” and the sustainability issue we had decided to focus on, “soil”. With “Let's Root for Peace”, we intended to highlight the close connection between global problems related to land and soil (like overexploitation of soil, land degradation, land rights ...) and the current phenomena of global migration. This interlinkage, as we realized during the season, is very complex and not easy to grasp. That might have prevented some organisations from joining the Common Action, but still we very happily received registrations from 13 organisations and, once again, we were caught by surprise having registrations being submitted only towards the end of the season. This interesting fact and similar experiences of the Alliance Global Action Task Force (GATF) made us prepare a common survey to evaluate this year's Alliance campaigns and activities, in order to better understand member organisations' needs and

challenges. We expect first results in mid-October.

External representation

Concerning external representation, three events are worth mentioning: In November 2015, Jana Gander and Laura Marino attended, as part of the delegation of the European Youth Forum (YFJ), the Conference of Youth (COY11) in Paris, having a workshop on sustainability in voluntary service and networking with other youth organisations. Likewise, Mattia Lolli spent some days at the Conference of Parties (COP21) in Paris in December 2015. Finally, in May 2016, three members of the ESWG – Alessio Dossi, Aitziber Miguel and Jannika Mumme – participated in the European Youth Event (EYE) in Strasbourg and had a workshop focussing on “soil”, thereby introducing the Alliance, IVS and our Common Action “Let's Root for Peace”.

UNFCCC

In August 2016, the ESWG, on behalf of the Alliance, submitted an application to the United Nations Framework Convention on Climate Change (UNFCCC) in order to be granted observer status at future UNFCCC events like the COP, starting from 2018. An answer is likely to be expected in the course of 2017.

People4Soil Campaign

At the last GA in November 2015, Alliance members approved of the ESWG proposal to join the European People4Soil network which aims at introducing specific legislation on soil in the EU – an important topic as we intended to point out with this year's Common Action “Let's Root for Peace”. As part of this movement, we will support and promote an online petition starting in September 2016 and running for a year.

Green Office Info Sheet

Last but not least, the group finally created a Green Office Info Sheet, ready to be shared with the Alliance organisations at the GA 2016.

Challenges and proposals for improvement

Throughout the year, we faced some challenges.

To start with, our internal communication was difficult and insufficient at times. Aside from general lack of time, one major reason for that was a lack of clarity regarding tasks and responsibilities. In order to eliminate this challenge, we want to draft guidelines explaining special tasks as well as group life in general, which shall also help to better prepare and integrate newcomers to our group. Besides, we want to build on the experience of this year's working group members.

As already mentioned, coordination with other Alliance bodies was another considerable challenge in 2016, but bestowed our group with precious learning outcomes and experiences that will help us to improve our cooperation in the coming year. During the Joint Meeting in Brussels in September 2016, plans for joint activities of ESWG, GATF and A4AWG in 2017 were drafted. Besides, the creation of a common Alliance evaluation form started, managed by the SDWG.

An additional meeting at the beginning of the coming season is contemplated, preferably in January 2017, bringing together representatives of ESWG, GATF and possibly A4AWG. This would considerably facilitate our cooperation and make it easier for all the groups to jointly plan the season 2017, being able to present and promote possible ideas at the TM 2017.

Plans for the future

Improving our group internal work and coordination with other Alliance bodies are amongst our priorities for the future. This

refers especially to better clarification of our internal tasks on the one hand, and the concerted planning, communication and evaluation of activities and events on the other. We want to make our work and concerns as transparent, understandable and practicable as possible in order to encourage more Alliance organisations to make use of our advice and info material, to actively contribute to the activities we offer and to implement sustainability in their every-day work. We are a large network of organisations, bearing great potential to make a change in the world, but we need to make use of it.

Besides that, we also intend to further explore and develop cooperations beyond the Alliance, with sister networks and other youth or environmental organisations. Representing the Alliance at diverse events during the last year made us realize that there are many opportunities of collaboration and exchange we could make use of in order to create synergies and increase the impact of our activities.

Having said this, we would like to thank all Alliance organisations who made use of the ESWG and its offers in 2016, please do so the coming year as well. And as coordinator I would like to give special props to the wonderful group I was working with the last year!

Jannika Mumme, IBG
ESWG coordinator

External Relations Committee (ERC)

Mission

The External Relations Committee (ERC) aims to develop a sustainable and coherent communication within Alliance for the International Voluntary Service. ERC's main goal is to share the principles, values and mission of the Network, catching the attention of partner organisations, potential members, funders, volunteers and other stakeholders.

From members to volunteers, ERC work to develop consistent channels which will support the projects and actions, resulting in increased visibility and impact.

The External Relations Committee aspire to develop new key channels, evolve the pre-existing platforms and show the Networks collective image through the Alliance's Social Media channels, creating compelling content, sharing of our events and gathering information from members and partners, in order to share the real stories from different organisations. ERC also work to build relations with new partners, decision makers and other influencers who potentially could benefit the Network member's and their goals.

ERC aims to evolve the internal communication between the Working Groups, Committees and Members, to enhance the quality of the communications system and expand the impact of the work.

Using established communication guidelines, ERC aim to share an accurate image throughout various channels using appealing content. The guidelines will help not only the future volunteers in the Committee but also member organisations of the Alliance to ensure coherent promotion.

ERC aims to build new relations using the latest social media channels, creating a strong network, in order to promote and put into practice intercultural dialogue, active citizenship, sustainable development and Peace. ERC works with Alliance members providing advice and ideas to support their current campaigns. These actions align with the aim of the ERC promoting intercultural understanding and Non-Formal Education, Peace, active citizenship and democratic participation in society.

Members in 2016: Kristine Roke (SJ), Carina Lardy (IBG), Arielle Becco (CBB), Javier Larios (SJ), Tiffany Alleron (Concordia), Victor Petersson (Concordia UK), Tuire Liimatainen (Allianssi), Luna Nerea Carmona Rebollo (XS), Ekaterina Romanova (Sfera), Sophie Chielends (CBB/A4AWG), Liza Zaytseva (YAP IT/ADC), Rossella Fasano (Legambiente), Natalija Radivojevic (YRS/TNWG), Tilemachos Boni (Elix/TNWG).

Following the previous good experiences in the work of the group the ERC tried to continue to work in thematic sub-groups. The work of the ERC was divided into 3 sub-groups based on the Plan of Action tasks and major issues of concern of this group.

The following thematic group division where set up to follow the Plan of Action for the ERC in 2016:

- 1) Advocacy and YFJ (European Youth Forum)
- 2) Visibility and Social media communication
- 3) Management

Advocacy

Support to the campaigns

Mainly Social Media communication team contributed to visibility raising of the Alliance campaigns as well as like-minded networks campaigns as well promoted by the Alliance members.

During the year ERC supported communication on the ESWG common action **Let's Root for Peace** and the working groups' facebook page:

https://www.facebook.com/sustainabilitycampaign/?hc_ref=PAGES_TIMELINE

In the same line the common IVS networks campaign was promoted all around the year, the communication on other institution websites was identified and shared as **IVS against Climate Change** is promoted by the UNESCO GREEN CITIZEN platform:

<http://en.unesco.org/greencitizens/stories/international-voluntary-service-against-climate-change>

ERC encouraged as well the member organizations and volunteers to contribute to the **No Hate Speech Movement** through social media and shared the communication of the events in the frame of CCIVS coordinated campaign **Raising Peace**.

European Youth Forum (YJF)

ERC members alongside the VPER are following the YFJ related events and information spread by the YFJ that may concern Alliance priority issues such as mobility, inclusion, Non Formal Education, Sustainability and migration. ERC members attended the YFJ CoMEM in April as well as participated in some exchange group meetings by skype. These meetings are organized informally in Brussels by the organizations based there.

European Youth Event

The European Youth Event (EYE) took place in the European Parliament seat in **Strasbourg from 20-21 May 2016**. It was a unique opportunity for thousands of young Europeans to make their voices heard.

During the event, they exchanged ideas and perspectives on youth-related issues, developed innovative solutions to crucial questions for the future and met with European decision-makers and speakers with a wide range of professional experience. At the same time the EYE provided an opportunity to experience the rich cultural diversity within the European Union.

The Alliance was represented by a group of 21 participants active members of the Alliance member organizations. The group was coordinated by Arielle from CBB who attended the 2 preparation meetings alongside Tilemachos from Elix YFJ volunteer actively assisting the EYE implementation.

3 workshops were organized and coordinated by the Alliance group:

1. Soil for Sale, in the hub 'Collapse or Success'. The main topic of this hub was related to the creation of a sustainable world.
2. 'A good job for everyone? Yes please!' in the Exclusion or Access hub.
3. 'You would be fit for the job but' in the hub Peace or War. The workshop was prepared by the members of the Alliance group in cooperation with AIESEC, FEMYSO and NHSM.

Except the people animating one workshop, the rest of the group was free to go to its activities and to discover the village.

Overall feedback from the group is positive and the importance of being at this event is shared. However some points and suggestions should be considered and better prepared. Having 2 appointed coordinators, 1 in charge of the logistics and 1 in charge of the representation and message to be passed would bring more benefit.

The most is to have a volunteer in the YFJ team for the EYE! Such participation permits better cooperation with the YFJ and its members, to be active within the Forum and get better understanding of the Forum. For the Alliance these volunteers are a great resource for future "YFJ follow up group" which is crucial and has to be created.

Visibility and Management

Alliance Facebook page

The official Facebook page of the Alliance is one of the main channels for media from the Alliance Network and its working groups.

During the Alliance year 2016, publications have been going out to its followers in an irregular basis. However, it's worth mentioning, that once information have been forwarded to the ERC, alternatively to the members of the Alliance, publications have been made highlighting the subject. For bigger Alliance event, such as TM or GA, the social media channels tend to be

very active in forms of likes, comments and sharing of photos. Worth pointing out that this is mostly for participant attending the events.

Our social media channels are not used in its most effective ways. However, with the time at hand and resources, we want to believe that the engagement from followers, number of publications and variety of content have improved and will continue doing so for the year 2017-18, knowingly that a social media strategy is soon to be made available for the members. We hope to see the contact and interaction between the ERC and the working groups will continue develop, ensuring that the full width of the Alliance is shown.

The Social media group also followed up earlier started work on the questionnaire in order to analyze social media communication of the Alliance and its members.

Situation of the Alliance page got a deep look on it in order to make improvements and to increase the outreach to large public.

Based on the **Social media communication analysis** and other observations, needs of the network the group drafted **Alliance Communication Strategy** for more effective and coherent on-line communication and promotion.

In order to facilitate the quick flow of communication during the high season and avoid missing Alliance members important events the ERC created News to promote on **Alliance social media platform** where all the member of the working groups and Alliance member organizations can upload info to be promoted.

Undertaken tasks

The ERC tasks of the PoA 2016-17 on the way:

1) Social media communication training
The application for the training could not be submitted at the last E+ 2016 deadline therefore should be submitted for the 1st

deadline 2017 and implemented during the year

- Organization of internal communication between the working groups, committees
- brief communication guidelines

Challenges

The main challenges this year were related to the involvement and presence of the members in the group. Probably because of the high work load besides many members were not active during the year. The group of the social media communication worked very well which motivated the people involved in this group to work in this direction in order to achieve concrete results at least on one major ERC PoA point.

It was challenging to make active other groups, probably more support is needed and personal approach, which is difficult to insure especially at the beginning of the season, which is also the starting point of the working groups and committees. Facing this challenge the ERC cannot cover as much as needed other topics.

A very important sub-group of the ERC is the YFJ group which finally had got only 2 active members, one involved also in the social media comm group and the coordinator.

The main challenge is to involve all the members of the ERC and share the tasks and roles among all the members in order to assure all the PoA points and come up with new ideas.

Conclusions

This year we may say the ERC had focus on the Alliance visibility and strategic external communication. A great work in this direction has been done which builds strong bases for future strategy development. Finally also our network admits the importance of the communication about what we are doing, the values we spread by the international workcamps and IVS. Now we have to allocate resources to develop clear and efficient adapted communication

to raise the visibility of IVS world as we live it and promote.

The numbers of volunteers across the world are dropping but the need of intercultural exchanges and workcamps is not decreasing in the todays world facing huge conflicts. Therefore we strongly need to make people see and understand what and what for the Alliance is doing trough IVS and intercultural exchanges. Long way to go for Peace in this world.

In the Alliance everyone has a role to get closer to the global aim, the ERC role is to communicate for Peace!

Kristine Roke, SJ
ERC coordinator

Staff Development working group (SDWG)

Mission

The SDWG takes care about the quality of the concrete work done by the member organisations. It works on everything linked to the practicality of work of the placement officers and analyses members' needs and challenges they face. It focuses on topics such as exchange of volunteers, new trends and how they affect these exchanges, common monitoring and evaluation. It is offering tools and support systems, like the "Buddy System", in order to facilitate the everyday work of the member organisations and react on common issues. Among other tasks, it organizes every two years the Staff Evaluation meeting in October/November, as well as the Newcomers' Sessions for new staff and organisations participating to the Technical Meeting and General Assembly.

Overview of group work

In 2015/16 group was joined by 13 members representing 13 organisations, 8 members joined the group for first time.

In general group was active and showed high skills of self-organisation during period of absence of active coordination.

Mailing communication as a rule was fast and efficient. Members answered regularly and offered their suggestions, opinions and recommendations upon requests almost always on time.

During 2016 SDWG had a chance to meet three times – on TM (8 members were present), at an extra meeting on May (4 members present) and at Joint meeting (5 members were present).

One skype meeting was successfully performed.

Traditional challenge detected by coordinators of other WGs – despite shown wish and primary involvement into group work more than half of the members become silent after first month.

In the case of SDWG it can be explained by the fact that almost all members are



involved in placement in their offices which leads to work overload. After finish of placement season many of them depart for vacations in August-September. Do not forget that September is month of preparations for Erasmus deadlines and in one month Alliance has the GA.

Thus, most of the members can be really active in the group before the start of placement season – period from GA till TM. Possible measure – planning work of the group we have to take into consideration the fact of work overload of members during workcamp season.

General comment on tasks and work of SDWG

Preparing plan of action we have to be more realistic and take into consideration that members of SDWG are mostly involved in placement, which is logical and useful for work of the group as they can contribute professional expertise on topics. From the other side it means that during half of the year members are overloaded with work and can not be really active.

Each year tasks and actions become more complexed and require more time and efforts from members. In order to achieve good results and keep realistic (and optimistic) plan of action can be helpful to choose some priority topics and focus on them.

Buddy system

This year, as previous, we faced some problems with functioning of Buddy system. Pool of experienced “answering buddies” were not requested as widely as we supposed. In matched pairs asking buddies were not active. Probably lack of meeting in “offline” is one of the main cause.

In the same time there is general understanding that system is needed since it is focused on improvement of quality of cooperation of Alliance members and partners, which is one the main priorities for network.

After discussions members of WG offer possible ways of improvement:

- to start recruiting of “answering” buddies immediately after GA or even at the GA;
- during GA sessions remember members about Buddy system and its advantages;
- to send call and start “matching” buddies pairs before TM – in this case TM could be spot for physical meeting of buddies.

Tasks in cooperation with other working groups

As already was mentioned on MC meeting during Joint meeting, tasks of plan of action which request involvement of few WGs are obstructed.

Possible reasons: lack of coordination or communication.

Possible measure: in case of involvement of few WGs mandate one of it responsible for task coordination.

Solidarity Scheme

Challenge: the field is new and task in general is complex and responsible. Work on solidarity scheme presume collecting information on similar schemes among sister’s networks and already implemented schemes among members’ organizations. Framework for Alliance Solidarity Scheme can be work out after careful research of existed schemes. Mentioned tasks need human resources of more than one working group. Maybe involvement of topic-related working groups (ADC for example) can be a solution.

Self-assessment evaluation tools for members organizations

Challenge: SDWG and ADC members had special meeting during Joint meeting dedicated to self-assessment evaluation tools. After discussion meeting was prolonged few times and still we deadlocked. Agreement among members was not reached even in basic questions. It means that, unfortunately, work on task has to be prolonged for next year.

Anna Isaieva, Alternative-V
SDWG coordinator

Training Needs working group (TNWG)

Mission

Mapping and addressing the needs in terms of Training and Education in the level of Alliance as network but also in the level of the member organisations.

At the Alliance level:

Monitoring the implementation of the Training and Education policy

Developing the Training and Education policy paper

The group functions as a strategic partner for the other working groups, committees and task forces in order to support them to answer to their training needs.

At the Member organisations level:

Providing the overview on the training and educational activities and strategies of the different Alliance organisations.

Intro

The TNWG this year consisted by 18 mandated individuals representing 14 member organizations: ELIX, HUJ – Voluntary Service of Armenia, Compagnons Bâtisseurs, De Amicitia, Lunaria, Young Researchers of Serbia, Solidarités Jeunesses, IBG, GENCTUR, Xchange Scotland, World4U, INEX Slovakia, INEX-SDA, Citizens in Action, Legambiente.

It has been a year of reestablishment of the group, a very big, new and quite active group with high involvement and motivation of its members.

Thanks to the active participation and involvement of the members involved, we managed to achieve good results though there are still things to be improved on the functionality of the group in the future.

It worth to mention that, whenever the group members were asked to give their opinion offered their view and their ideas with full commitment and I would like to personally thank them for their efforts.

Physical meetings:

Up until now, the group had the chance to meet 2 times this year.

Technical Meeting: 4 members,

Joint Meeting: 6 members,

Apart from the physical meetings, 2 skype meetings were organized with the majority of the members being present, while more skype meetings with the different subgroups were also organized.

Personally, I am rather satisfied to observe a very high participation in the Joint Meeting this year, with 6 people in total participating and actively offering for drafting the future of our working group and taking the ownership of it.

External representation: CCIVS Laboratory and Study Session

The Alliance has been represented in the Raising Peace Campaign of CCIVS by sending a member of the TNWG to the following events of the campaign:

- Laboratory for tools and skills for Peacebuilders

The result is 2 toolkits for the main thematic areas of the campaign to be used during the camp leaders training courses and the workcamps:

<http://www.alliance-network.eu/raising-peace-toolkits-2016-in-workcamps/2016/3129/>

- Study Session "What's next in advocacy and activism in the IVS movement?"

We worked in the reform of the statement for the Freedom of Movement Campaign and the creation of an action plan for the future. The Freedom of Movement campaign is supported by the Raising Peace Campaign.

Theme of the Year: Migration

TNWG aimed to develop a workshop on the topic of migration and human rights to be included in the national trainings for camp leaders and then to be implemented during the workcamps.

We designed and spread with a members, a workshop outline with the following objectives:

1. Prepare the camp leaders to be able to discuss within their groups about the current situation and the role of the IVS in that,
2. Give to the camp leaders the necessary tools to be used during the workcamps,
3. Create statements and transmit messages of solidarity,

SDWG meeting in Thessaloniki

Staff Development Working Group together with TNWG met in the Thessaloniki from 13 to 15 of May 2016 for preparing the final reports and the toolkit concerning the Staff Evaluation Meeting 2015 that took place in Ueckermünde before the General Assembly.

TNWG 2015 was supporting the event by giving the methodological approach and support in the facilitation of the event.

Pool of Trainers

The TNWG has been working in close cooperation with the Course Director and the Vice President, in defining the additional criteria set for the recruitment process and selecting the new members that will consist the PoT for the following 2 years (until March of 2018).

All the above were done respecting and following the principles set by the Training and Education Policy paper, which indeed brought up some needed updates for the current policy, as reflected in the proposal for the new adoption of it.

The Alliance Pool of Trainers has been reformed and together with the Course Director consists of 12 members.

Some remarks concerning the new PoT:

- 3 members of the current TNWG joined the PoT,
- 11 out of 12 members of the PoT were involved as participants or trainers in the LTTC 2015.

Promotion of the PoT

The group developed a strategy for the external and internal promotion of the PoT which has already started to be implemented.

The Alliance Pool of Trainers is well promoted in our website, social media, newsletter and different events.

The results of the strategy need to be assessed and further measures are to be taken by the future TNWG.

Training and educational policy updates

The document has been updated according to the current developments and the adopted proposal for the Alliance Course Director.

The future members of TNWG are strongly encouraged to work further in the policy and keep it relevant and up to date according to the current needs of the network, the member organizations but also the different individuals involved in its implementation.

Keeping up to date the Training and Education Policy Paper should be one of the main/permanent tasks of the work of the TNWG and the monitoring of its implementation one of the reasons for its permanent existence.

Training handbook

TNWG this year started the work on the Handbook: the very first steps done concerned a general reflection on the main objectives we think this publication should have now (realistically the objectives we had when it was created years ago, actually have changed). So we tried to reshape the main aim and few specific objectives, as also the target group/s (beneficiaries of the Handbook).

Due to the need of a more specialized approach on the topic the task has been handed to the Pool of Trainers who will continue working on it based also on the

results of the Survey that are defining the priorities in terms of content.

Survey on training needs

The survey has been launched and the results have now to be analyzed. Conclusions drafted will brought up new points for the next PoA but further assessment needs to be done in order to bring forward new approaches, ideas and proposals for implementation.

The results of the survey are shared and used for the preparation of the LTTC 2017 that will be applied the 1st of October 2016 in the EYF.

Challenges

Communication from times to times, has been slow and difficult: coordinating an online working group is much harder in terms of personal contact –understanding the capacities of the people, but also the matching tasks with individuals. Considering the fact that the group has been reformed, with the core of 2015 not being part of it, the above challenges are proved to be very important in terms of accomplishment of the tasks within the Plan of Action of the year.

All in all, I would like to take the chance and highlight is the phenomenon of “drop-outs” during the year. Despite the high participation that the group had with the involvement of initially 18 members, during the year we had a ~50% of drop outs from the group. It is a something that I observe happening not only in TNWG but in general and should be priority in our agenda as Management Committee to assess whether there is something that needs to change in our working processes.

Towards future

Once again, I would like to deeply thank all the members of the TNWG for all the work done and the efforts made this year.

“Ευχαριστώ” to each and every one of them.

It is true that our network has reached a very good point concerning the development and implementation of the Training and Education Strategy but now it's the time to create a vision towards the future, towards the next steps that we would bring further development and support the accomplishment of our mission.

Having said that, it is important that the members keep being involved and committed to the working group also for 2017 as this is the key for enabling even further the capacities that we created this year.

Some last words, I've been honored to represent Alliance in different important events of external stakeholders which gave me the chance for many various reflections. As a network, I consider valuable to strategically plan the process of cooperation with other external stakeholders in order to bring new ideas, aspirations, and links towards a better achievement of our goals.

Writing this report from the University on Youth and Development organised by the North South Center of the Council of Europe, involving 220 young workers from all of the world, from all the different working backgrounds, makes me reflect a lot on our role as network in the educational activities and initiatives developed and organized by such key stakeholders.

Tilemachos Boni, ELIX
Training Needs Working Group Coordinator

Gender Equality task Force

Results

- Space for reflection on the needs of member organisations and on how to work on the topic of gender equality within the Alliance during the Fair Play 2.0, which took place in August 2016
- Survey conducted amongst former volunteers of workcamps and other IVS projects with 94 responses until 25th September; still needs to be analysed
- Granted EYF application for Study Session for February 2017
- Networking with working groups of the same topic in other networks
- Sharing of perspectives and ideas about gender equality within the Task Force

Analysis of the year

As we are the first group to work on this topic within the Alliance, we started with a more personal approach to the topic: Why are we in this group, why do we see the importance to work on the topic of gender equality? What is it that we expect from the work within the task force?

Also for the survey we decided to have a more qualitative approach – which means, having open questions so that the respondents have a space to share in the way it feels most comfortable. Also we decided not to include a question about in which organisation the incidents took place, as it might change the outcome of the survey (as questions of responsibility and accusations could raise).

Therefore we don't know in which places and organisations the collected incidents took place, but we still see it as a valid outcome, as it proves that gender based conflicts take place in Alliance workcamps and other IVS projects.

During the year, we also got in contact with working groups on the topic of gender

equality of other IVS networks, such as SCI. We were supporting each other in the struggles we were facing but also sharing the perspectives we have. To see that other IVS networks also see the importance on working on the topic on a political and educational level, gives us confidence to continue working.

The Training of IJGD Fair Play 2.0 on gender and nationalism gave us a good opportunity to have a physical meeting (3 members met there), and to work on the tasks of the TF and on future proposals. Also we could use the space of the training in order to work out ideas and perspectives for the future.

At this moment, there are still some open tasks. Analysing the survey will be done at the beginning of October. But the task of creating recommendations for workcamp leaders, we leave for the next season, as we need the base of the outcome of the survey to work it out. Also we see the need to further work on this topic, and even broaden the impact of it.

Proposals for the future

As it can be seen in the outcomes of the survey so far, there is evidence for a need to start working on the topic of gender equality within the Alliance, and to give it a political importance. It is a topic that is often neglected or not given the space it needs to address it. Gender based conflicts and gender based discrimination occur in all societies and in all parts of the world, but are mostly invisible until we start creating spaces of reflection and visibility.

That is why we clearly see the importance to further increase the visibility of the topic and so to show that within the Alliance, we are against any sexism, LGBT-phobia and other gender based discrimination in and outside of our projects. Therefore we will present two proposals for this years GA:

We believe an awareness raising-campaign would be a possibility to both, give the topic the political significance it needs and to create tools to raise awareness in order to prevent.

On the other hand we see it as an important next step to create a working group that deals with this topic. We see the need of a continuous work and for having a political standpoint within the Alliance, which would also be a message towards the outside.

Challenges

A big challenge was a big percentage of inactive members - out of 10 original members, there were only around 4 who were actively involved all during the season. Also the fact that the ones who were active did not have a long or nearly no experience within Alliance working groups made it more difficult to push things forward.

Only online work on a topic that does not have yet a grounded base within the Alliance was making it sometimes difficult to find a starting point for the work we were doing. We concentrated a lot on working on the survey, which is supposed to give evidence to the need to work on the topic within the Alliance, as we felt this was our prior need.

To conduct the survey demanded at the end much more time than we expected, as we wanted to wait for the end of the workcamp season to distribute it amongst the MOs and their volunteers. Based on that, we could not proceed yet with the recommendations for Workcamp-leaders, as this task is based on the outcomes of the survey. We keep this for the following year.

Vanita Roemer, Xchange Scotland
Coordinator

Global Action task force

IMMIGRATION STATUS

- ☐ Asylum seeker
- ☐ Refugee
- ☐ Humanitarian protection
- ☐ Undocumented migrant
- ☒ **HUMAN BEING**



Members of the Task Force: CIA - Citizens in Action, SJ, Lunaria, Legambiente, JAVVA, Allianssi, De Amicitia, Concordia France, Workcamp Switzerland, ELIX, Genctur

Dear All,

The first step started during the joint meeting 2015 in Vienna, where members of different working groups and committee came up with the point, that the Alliance has the obligation to react on global challenges that different nations, governments, institutions and individuals are facing. It was a time, when hundreds of refugees were arriving and waiting at the train station in Vienna to continue their journeys of hope. Not everyone was warmly welcomed, because there were more than hundred refugees... there are still thousands of people waiting at the borders of different countries in refugee camps to get a transit to a brighter future, not knowing what they have to expect once they arrive at the final destination.

Therefore the "Alliance of European Voluntary Service Organisations" decided during the GA 2015 in Germany, that the theme of the year 2016 (and hopefully longer than this) will be migration and that they want to create a dynamic Global Action Task Force to spread actions/initiatives and messages from IVS organisations within the Alliance.

The Global Action Task Force had not a specific plan of action for 2016, but was mentioned in some tasks. What was our agenda once the group started and what has been achieved so far:

- 1. Questionnaire:** A questionnaire was sent out to gather information about how active the members are, what they are doing and if they would like to get more involved. **Has been sent to all the members of the Alliance, answers were collected (via google doc).**
- 2. Common Action/ Concrete Action:** We decided that it would be nice to make a common action with members and partners of the Alliance (day of Migration) **A call has been sent out for this at the end of June with poor responses.**
- 3. Statement on Migration:** This statement has been created from active members of the Task Force and handed over to the Alliance for further use. The statement needs to be finalized.
- 4. Educational:** The Alliance TNWG and CCIVS developed a specific tool kit (with different topics, migration was one) to be run during the Workcamps, which could have been included in each national Training for Campleaders. **The Alliance workshop on migration (first version) has been sent out from the ESWG together with the call Let's Root for Peace!" Common Action 2016.**
- 5. Pool of Trainers:** The idea was to organise a Training about migration (**Pool of Trainers**). The training has not been realized, but the **General Conference 2016 "Open Space for Migration"** in Serbia is linked to migration.

- 6. Solidarity fund:** To send out a proposal for a solidarity fund for the implementation of a concrete action in support of migrants. **Not yet realised!**

- 7. Lobbying and Advocacy (ERC):** Collaboration inside and outside Alliance. Inside with the TNWG for the creation of the training model, with the ESWG for the Alliance common action Let's Root for Peace! And outside with CCIVS (Global Human rights week). **We were working together with the TNWG in means of the tool kit (alliance workshop). The cooperation with CCIVS is planned and messages should be spread out during the global human rights week.**

- 8. Collecting material/information:** The ESWG will send out a questionnaire in order to collect materials, information about what has been done in the field of environmental sustainability. They will include some questions from the GATF.

After a very busy year, several skype meetings, communication through Email and the Joint meeting 2016 in Belgium, the conclusion after this first year of running the Global Action Task Force is in the same time inspiring, but also a bit disappointing.

Sometimes we did not have enough time to finalize some tasks (for example the statement on migration), and sometimes we faced a lack of responses from the members of the task force due to lack of resources and probably lack of time during the very busy summer season. Nevertheless, we all know that the members of the Alliance of European Voluntary Service Organisations are very active in the field of migration, facing their very own challenges in each country.

And this is where we want to go in the future including the challenges we faced during this first season as a Task Force:

- The size of our group and the flexibility as a Task force made us to decide that we would like to remain a task force. We could imagine to work more close together with different working groups in order to find synergies and to organise shared actions/campaigns/trainings in the future.
- We want to empathize and support the idea of a common campaign in 2017 together with the ESWG, A4A Working Group, TNWG...this will make the campaign stronger and more relevant to all the members and even partners of the Alliance
- We want to support the idea to have someone (as already discussed it probably will be Viktor from the ERC) as a contact person to enhance synergies.
- It is planned to get involved in the long term "ambassadors" training with the aim of training ambassadors who would go from one Workcamp to the other in order to organise workshops/activities linked with migration. For 2017 INEX plans a Training Course for ambassadors with the topic "Raising awareness on Migration", which is still under development.
- We would like to use the statement on migration in the future as official document from the Alliance. A little lifting is necessary!
- The plan of action from the GATF for 2017 will be ready for approval during the GA 2016 in Serbia.

I am pleased that I got the chance to coordinate the Global Action Task Force. I learnt that it is essential to have active members involved, to regular stay in contact with them through Email and

Skype, and not to get disappointed if I did not get any reply.

I also learnt what could get improved and that for the future work of the Task Force it is essential to have an active participation, a transparent and open communication and regular meetings/exchange within the Task Force but also with the other Working Groups or at least the contact person of the Working Group in order to know what we are doing.

What I achieved being the coordinator of the GATF was that I got more active in my own organisation and that we started to work with migrants on a local level.

To finalize the report I just want to add one important message:

"DO NOT GIVE UP, THE BEGINNING IS ALWAYS THE HARDEST"

Simone Thommen, Workcamp Switzerland
GATF coordinator

Report of Alliance Secretariat

As in the previous year, this report is composed of an explanation about the working methods of the Secretariat in relation to the other bodies of the network, and an overview of the main tasks developed during one full year.

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 2015 and August 2016.**

The Secretary develops a big variety of tasks, depending on the needs of the moment and the period of the year: for example, April to June is usually the time when the reports for the administrative grants must be prepared and submitted, or September to December are the months of GA preparation and follow-up.

The tasks are meant to support several bodies of the network: the members of **Executive and Management Committees**, the **Working Groups and Committees**, and of course the **Member organizations** whenever there are specific requests for information or supporting material. Part of the Secretariat tasks also involve a first communication with external structures and organisations, that approach the Alliance for the first time in search for cooperation or information. Last but not least, the Secretary participates to all the constitutional meetings of the Alliance and coordinates with the host in the preparatory phase.

Since its establishment in 2011, the Secretary has gradually become a reference point for the main bodies of the network not only for punctual administrative tasks (particularly those undertaken before by the General Secretary), but also to guarantee the continuity from one year to the other, supporting the handover process from old to new positions after each General Assembly and keeping track of the "Alliance yearly calendar" (deadlines in relation to the donors, standard procedures to be followed every year, reporting duties, all IT tools update etc.).

All the tasks developed in the considered period, are divided in six categories:

Internal administration

- participation in EC/MC meetings, Alliance Days and General Assembly*
- administrative support to different bodies and appointed persons for *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

* In the aforementioned period, the meetings attended by the Secretary were:

- EC/MC/Joint Meeting in Vienna (3 days, September 2016)
- EC/MC meeting, Alliance Day and GA in Ueckermuende (5 days, November 2015)
- EC meeting in Athens (2 days, January 2016)
- EC/MC meetings and Alliance Day in Tallinn (4 days, February-March 2016)
- EC meeting in Glasgow (2 days, May 2016)

Grant applications

Work on the application process and redaction of the narrative application (the budget is done by the Treasurer). It includes:

- the administrative grant to the European Youth Foundation of the Council of Europe (the application is submitted every two years)
- the administrative grant to EACEA-Erasmus+ (the application is submitted every year, in order to have the 3-year framework grant reconfirmed)
- occasional support for other project grants applied by the Working Groups through member organisations, or the Course Director.

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 Alliance facebook page, in cooperation with ERC
- signaling to EC and ERC, 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 area of Alliance website
- issuing the internal monthly newsletter
- forwarding relevant calls and information to members, or providing support materials requested for local activities

Project management and reporting

- monitoring the administrative development of granted events and projects, and making sure that the needed reporting documents and information are collected, shared and archived properly.
 - communicating with the funding agencies for what concerns technicalities of the administrative grants.
- reporting on the administrative grants and redacting the Annual Activity Report (which is also part of the official report

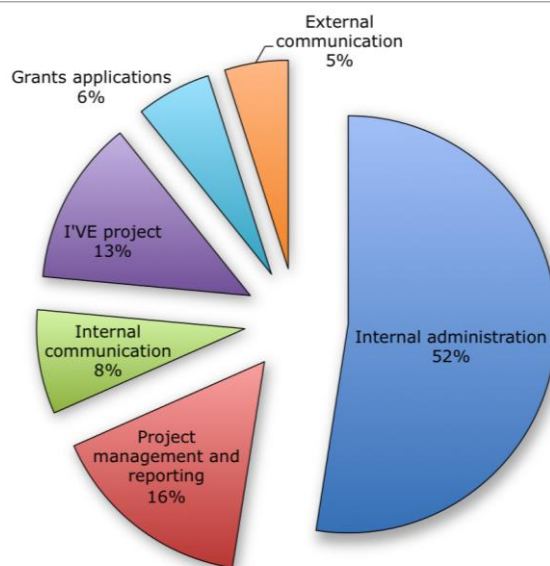
for EYF administrative grant). This task is developed in close cooperation with the Vicepresident, the Treasurer, the General Secretary and those in charge of specific initiatives or events along the year.

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, particularly the Facilitators' Handbook.
- collect and provide to the project coordinator, the needed documents for the reporting. This task is done in close cooperation with the Treasurer.

For reporting obligations, tasks developed for I'VE project are recorded separately from the "Project Management and Reporting".

In the aforementioned period between September 2015 and August 2016, the share of the tasks was as follows:



Previous reported period to GA 2015 (September 2014 - August 2015):

Internal administration 49%
 Project management and reporting 20%
 Internal communication 17%
 I'VE project 7%
 Grants applications 5%
 External Communication 2%

Compared to the previous year, the amount of working days spent on each category of tasks did not change significantly. However, some conclusions can be drawn, that might be of interest for the General Assembly:

Internal administration tasks slightly increased mainly in the first months of 2016 to support the new EC during the transition period. A significant change in this kind of tasks during 2016 compared to last year, concerns the collection of statistics: this year, far less time was needed to correct the submitted statistics by contacting members one by one. It means that members have now learnt how to use the new tool and submit their statistics data correctly.

Project management slightly decreased because this year we did not have a flagship project (like the LTTC in 2015) due to the fact that the Buddy System 2.0 application to the European Youth Foundation was not approved. Almost all of the work done under this category refers to the final reporting phase of past projects: first of all the report of the LTTC 2015 (which was prepared and submitted on January-February 2016), and secondly the usual reports of the administrative grants, that were prepared between April and June 2016.

Internal communication decreased by 50% compared to the previous year. This is a natural consequence of the fact that in 2015 the Alliance changed server and many hours of work were needed to complete this transfer. Therefore the internal communication tasks should remain stable around 17% also in the next year, unless the network will adopt new tools.

Moreover, since the mid 2016, an IT-support company is providing technical support to the Secretariat for the maintenance and update of the current IT tools.

I'VE project entered in its most productive phase, for what concerns Alliance role, in 2016: the Handbook for Facilitators was

created with the active involvement of the PoT, and support was provided to Lunaria and CBB for the preparation and dissemination of the final conference (September 2016). Part of I'VE tasks included the submission of the financial interim report on December 2015, in cooperation with the Treasurer.

The **Grants Applications** category remained stable compared to the previous year. This is because on one side, this report includes the preparation of the Buddy System workplan proposal (submitted on October 2015), while on the other side the task of applying for the LTTC 2017 (submitted on April 2016) passed on to the Course Director, while in the previous years it was done by the Vicepresident and the Secretary together. For what concerns the period September 2015-August 2016, the grant applications tasks, apart from the aforementioned Buddy System workplan, where the submission of EYF administrative grant 2016-17 (October 2015) and of Erasmus+ administrative grant 2016 (November 2015).

External communication tasks increased mainly because the Secretary participated, together with the Vicepresident for External Relations, to the final conference and seminar of Changing Perspectives project in Paris (May 2016), representing the Alliance.

Report of the Course Director

In period of past 6 months, finding the right place for the newly voted staff position of the Course Director was both, challenging and rewarding time. The work done so far includes several important points from the Plan of Action 2016 and they are as follow:

- 1) Launched call for Alliance Pool of Trainers and selection of the trainers
- 2) Coordination of the Pool of Trainers
- 3) Developed and approved application for Study Session on gender equality for 2017
- 4) Pending application for LTTC 2017
- 5) Development of the programme for the General Conference

Work with Pool of Trainers have been so far successful and it includes couple of important engagements, where the PoT was invited to take an active role in terms of participating in educational events of Alliance. First of those was blended mobility for I'VE project, organized in Brussels end of August, where Marija Pantelic and Julia Rodriguez Nieto were involved as junior trainers. Second, upcoming event where PoT will be involved is General Conference, where we will involve 3 Alliance trainers in the educational team.

Furthermore, PoT is planning the online meeting where it will discuss some of the important points for its further involvement within the network, such as possibilities for the physical meeting, finalization of Trainers Handbook and further educational activities it could carry on and support working groups in developing.

Despite the listed successes, there have been few challenges along the way, which should be addressed at the General Assembly in order to improve the current position of the ACD and help it develop further and get more productive:

- 1) Lack of written regulations on the role of the CD, especially in regards of his/her participation in the working groups of the

network and political engagement in his/her time while not implementing his/her role as project manager of the network.

- 2) Lack of financial support for the physical meeting of the PoT – this kind of possibility for the next year would potentially bring additional opportunities to the Alliance, as well develop a stronger link and cooperation between the members of the PoT, out of whom some don't really know each other that well, or not at all

Taking above listed points into consideration, the position Course Director has plenty of room for development of the next mandate. Some of the activities Course Director could take over would include, but not be limited to, is development of applications such as:

- 1) Seminars and trainings based on ideas of the working groups and needs of the Alliance members, for projects with neighboring countries (Erasmus+ KA1 projects)
- 2) Strategic partnerships of partners passed in Programme countries (Erasmus+ KA2 projects)
- 3) Capacity Building with partners based outside of Europe (Erasmus+ KA2 projects)
- 4) Large scale voluntary projects for sharing of good practices (Erasmus+ KA3 projects)
- 5) Assisting Vicepresident and Secretary of Alliance in writing application for the Admin grants (European Commission)
- 6) Assisting Vicepresident and Secretary of Alliance in writing application for the Workplan (European Youth Foundation).

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 2016 is available at www.alliance-network.eu/training-and-innovation.

The **Technical Meeting 2016**, the biggest yearly meeting of International Voluntary Service organisations in the world, was hosted by Estyes 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.

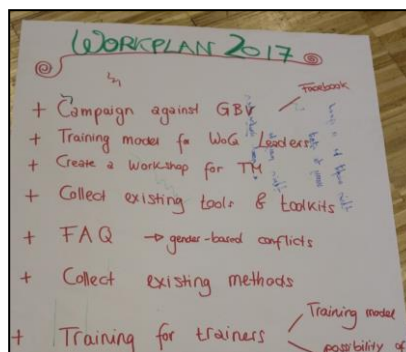
March 3-8 2016 – hosted by Estyes – Tallinn (Estonia)
85 organisations from 47 countries worldwide, 155 participants



The **training course "Fair Play 2.0"** on fighting sexism and nationalism in International Voluntary Service, was coordinated and hosted by IJGD with the support of Erasmus+ Programme of the European Union.



July 17-25, 2016 – hosted by IJGD - Wuerzburg (Germany)
26 participants from 11 member organisations



"Fair Play 2.0" was the follow up of the previous Fair Play training edition, whose result was the creation of an Alliance task force on gender equality. The goal of this new training 2016 was to empower workcamp leaders and youth workers involved to deal with racism, ethnocentrism and sexism within IVS projects, as well as in their own lives, and to develop further recommendations for the network on how to address gender discrimination in workcamps. Among the outstanding results was a series of recommendations, then elaborated further by the Gender Equality task force, for an action plan along 2017 at Alliance level.



Following the positive experiences of previous years, the **Joint Meeting of Working Groups and Committees** took place on September 2016 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. The meeting was hosted in Molenbeek neighborhood, highly affected by the terrorist attacks that hit Brussels on March 2016, as a form of solidarity towards the local community.

September 1-4, 2016 – hosted by CBB - Brussels (Belgium)

31 members of 4 Working Groups, 2 Committees and Global Action task force

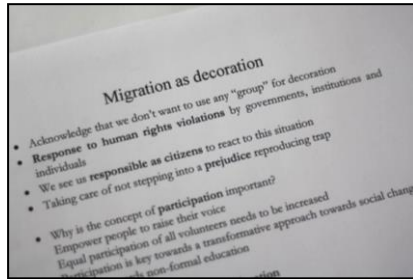


The **General Conference 2016** "Open Space for Migration" was organized through a joint cooperation of IJGD, YRS-VSS and the Global Action task force, with the financial support of Erasmus+ programme of the European Union, to address the Alliance theme of the year 2016.



October 30 - November 2, 2016 – hosted by YRS-VSS - Petnica (Serbia)

38 youth workers from 23 organisations in 17 countries, a team of 5 facilitators



The GC 2016 responded to the needs of members to discuss, map the current situation around Europe and beyond, share good practices and form conclusions and recommendations about the topic of the year, MIGRATION, and bring them to the General Assembly. The event focused on the refugees humanitarian crisis, particularly in Europe, and to exploring a response of International Voluntary Service (IVS) to it, from different perspectives. The event was also an opportunity to evaluate the IVS activities carried out within and outside Alliance organisations on the migration topic during 2015 and 2016, and to discuss about how to proceed in the future. On the last day, an open debate was organized with invited representatives of local organisations working with refugees in Serbia, sister IVS networks and EU institutions. The [outcomes](#) include a critical assessment of the role of IVS in the current situation and a list of project recipes already implemented by Alliance member organisations at national and international level to support refugees and hosting communities.



The **General Assembly** is the main statutory meeting and highest decisional body of the Alliance: all major decisions are taken, new members and partners are accepted, internal positions are appointed and the strategic Plan of Action and Budget for the coming years are agreed and adopted.

November 3-5, 2016 – hosted by YRS-VSS - Petnica (Serbia)
63 participants from 40 member organisations



The GA 2016 was extended to 3 full days for the first time in the history of the network, due to the increased need for joint strategic planning. Day 1 was dedicated to reports and review of 2016 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 the presentation and discussion of the proposals and PoA 2017-18. Day 3 was the moment when the recommendations and decisions were voted. Among the most relevant decisions, are the resolution of implementing solidarity measures towards members facing difficulties in Turkey, the continuation of "Migration" as theme of the year (and the consequent renewed mandate of the Global Action task force) and the establishment of a new Working Group on Gender Equality. De Amicitia from Spain was welcomed as full member and the new list of 51 partner and guest organisations was adopted. The GA concluded with the election of the new Executive and Management Committees.



I'VE - I have experienced was 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 ran from January 2015 to September 2016 and was co-funded by the Italian Youth National Agency with Erasmus+ program of the European Union.



Erasmus+

From January to September 2016

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



I'VE system (www.ive-experienced.eu), that was publicly launched at the [final conference on September 2016](#), is the result of two years of cooperation between Lunaria, the Alliance, 11 member IVS organisations and two research institutes. It is the first ever existing methodology to **assess and recognize competences developed by volunteers in workcamps**, through nonformal education, peer learning and open source IT tools (mobile app). The methodology can be implemented fully within a 1-day Post Camp Event and can be adapted to different groups and needs. The overall system is composed of a Toolkit for the facilitators of the post camp event, a Users' guide on I'VE tools, a Handbook for Facilitators and an APP for the I'VE session and creation of the individual certificates. All materials are available for free download and use on [I'VE website](#).

The role of the Alliance was to raise international visibility on the project, ensure that the needs of the membership are addressed along all outputs production through participation in the Steering Group, coordinate the creation of the Handbook for I'VE facilitators and contribute to the organisation of the final conference, coordinated by Lunaria and hosted by CBB.

Annexes

Annex I - Strategic Plan of Action 2017-18 adopted by the GA 2016

The focus of this strategic approach plan is **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 next 10 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 social impact of IVS and meaningful participation of young people by engaging them into democratic processes on network's and members' level

Strategic Priority 2

Promote Peace, Cultural Diversity, Solidarity and Social Inclusion in today's societies within and beyond borders through voluntary service, advocacy and educational activities/tools

General objective 1: Increase active participation of member organizations through an open, democratic, transparent, accountable, efficient governance structure of the network.

General objective 2: Empower and support development of effective and sustainable advocacy, visibility and external communication and cooperation strategies and tools

General objective 3: Develop new and sustain existing cooperative/solidarity measures, internal communication and assessment / monitoring / evaluation tools and measures

General objective 4: Increase the outreach to and involvement of local communities and young people in IVS through strong member organizations and common strategies

General objective 5: Develop educational tools and strategies through non-formal and informal learning practices and collaborate with external partners to increase the recognition of the impact of IVS

OBJ 1	Increase active participation of member organizations through an open, democratic, transparent, accountable, efficient governance structure of the network.			
	Activities	Agent, Timeline	Expected Result	Success Indicators
1	Organise the General Assembly	Management Committee (MC), Member Organizations (MOs) hosting and participating to the events <i>November 2017 November 2018</i>	<ul style="list-style-type: none"> - Ensured democratic participation of all members in shaping the future of the network; - Allocated implementation of Alliance 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 biannual plan of action and annual budget 	<ul style="list-style-type: none"> - 90% of member organizations with young representatives contribute and participate actively to the event - 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
2	Organise Alliance Day at the Technical Meeting	EC, MC, MOs <i>1st semester 2017 and 2018</i>	<p>Provide member organizations, partners & guests space and time via an open day linked to the Technical Meeting, so as to:</p> <ul style="list-style-type: none"> - develop a better understanding on the network's internal functioning and discuss about current trends in youth and voluntary sector - exchange ideas on know- how on technical procedures of volunteers placement & preparation - share innovative practices - launch and communicate awareness campaigns 	<ul style="list-style-type: none"> - 90% of member, partner and guest organizations with young representatives contribute and participate actively to the event - Suggestions and ideas are created through the discussion groups and "feed" the work of the WGs, MC and EC.
3	Organise the Joint Meeting of Working Groups and Committees	EC, MC, hosting MO <i>2nd semester 2017 and 2018</i>	<ul style="list-style-type: none"> - Improved communication, interaction and cooperation among Working Groups - Development of a common Plan of Action and refined proposals for the General Assembly 	<ul style="list-style-type: none"> - 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.

4	Hold meetings of Executive Committee (EC), Management Committee (MC) and Working Groups (WGs)	EC, MC, hosting MO throughout 2017 and 2018	<ul style="list-style-type: none"> - 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 the meetings they take over greater responsibility in the governance of the network 	<ul style="list-style-type: none"> - 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
5	Review the methods of work of the Alliance constitutional and main events	ADC, EC by GA2017	<ul style="list-style-type: none"> - innovative practices explored for a more efficient management of pre-TM, TM, JM so to better use resources and time and be more inclusive to associate members, partners and guests - Alliance events used as advocacy and visibility opportunities 	<ul style="list-style-type: none"> - recommendations and guidelines produced on better organisation of pre-TM, TM, JM are proposed at the GA2017 - events held in places of interest for the members and the network
6	Elaborate the context and reasons for guests and partners on the invitation list to financially contribute to the Alliance	ADC, EC by GA2017	<ul style="list-style-type: none"> - Higher awareness of benefits and involvement of guests and partners at the TM and other Alliance events open to them is achieved - Guests and members recognise the benefits of networking through the Alliance as relevant platform for the exchange of volunteers, gathering the highest number of IVS organisations exchanging volunteers 	<ul style="list-style-type: none"> - a proposal is prepared for the GA2017 that elaborates the context, reasons, benefits and involvement opportunities for guests and partners on the invitation list to contribute to the Alliance by paying a yearly fee - the proposal reflects the expected results
7	Organize a capacity building training/session for potential board members	EC 2nd semester 2017 and 2018	Potential candidates are trained on the function and responsibilities of EC positions within the network.	1 capacity building training/session per year is organized and at least 1/3 of members organizations participate
8	Organize the improved New Comers' Session linked to the main Alliance events.	SDWG, ADC TMs 2017 and 2018, GAs 2017 and 2018	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).	<ul style="list-style-type: none"> - 3 newcomers' sessions per year (2 at the TM, 1 at the GA) - 100% participation of newcomers; - Increased active participation of newcomers in the events after attending the sessions.

9	Issue a monthly internal newsletter about activities of WGs, campaigns and events of the network and relevant information from external stakeholders	Secretariat, Environmental Sustainability WG (ESWG), Access 4 All WG (A4AWG) Throughout 2017 and 2018	<ul style="list-style-type: none"> - 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 facilitated to MOs 	<ul style="list-style-type: none"> - An increased interest of members to participate in projects, events and campaigns promotion is expressed.
10	Evaluate the new membership fee system after the first year	EC and ADC By the GA 2018	<ul style="list-style-type: none"> - The new membership fee system, adopted by GA 2016 and implemented in 2017, is evaluated by the GA 2018 and possible suggestions for improvement are proposed. - New membership fee system is inclusive to small organisations, accurate and provides a sustainable income for the Alliance 	<ul style="list-style-type: none"> - An impact analysis is developed by the EC on the results of the new fee system - All MOs are given the opportunity to provide their feedback about the new system
11	Update the Accessing Policy Paper	A4AWG Throughout 2017 and 2018	<ul style="list-style-type: none"> • The Accessing Policy Paper is updated with a visibility approach, following the actions that are developed along 2017 • It is used by members and Alliance in order to promote inclusion practices in IVS towards various local, national and international stakeholders 	Report of A4AWG contains information on dissemination activities of the policy paper by members and Alliance to various local, national and international stakeholders
12	Update the Sustainability Policy Paper	ESWG Throughout 2017	<ul style="list-style-type: none"> • The Sustainability Policy Paper is updated to be in line with a common approach on the Alliance values, following the actions that are developed along 2017 • New associations approaching the network are aware of the sustainability policy of the Alliance • It is used by members and Alliance in order to promote sustainability in IVS towards various local, national and international stakeholders 	<ul style="list-style-type: none"> • The updated policy paper is adopted by the GA 2017 • Report of the Campaign contains information on dissemination activities of the policy paper by members and Alliance to various local, national and international stakeholders
13	Update the Alliance training Policy based on results of 2017 work, mainly LTTC but also other educational events	TNWG, supported by Alliance Course Director, GEWG Throughout 2018	<ul style="list-style-type: none"> • Proposals prepared for the GA 2018 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 2018

14	Analysis of MOs IVS projects and A4A exchnages through statistics	Statistician, AS, A4A, MOs By GAs 2017 and 2018	<ul style="list-style-type: none"> The state of art, future trends and challenges of the workcamps and other IVS activities of MOs are analyzed after the collection of the statistics from the members. The GA is provided with evidence-based data to discuss shared challenges and trends in IVS, and develop joint strategies within the network every member organisation is contributing to the A4ALL statistics deep analysis of A4A data is implemented 	<ul style="list-style-type: none"> An internal report is adopted by the GAs 2017 and 2018. A report for external representation is produced after GA adoption by the statistician. Challenges and trends explained in the report are used by MOs to develop future strategies. collection of A4A data is included and presented in the statistician report accurate numbers of results are collected
15	Revise official Alliance documents on inclusive language and so they reflect the importance of gender equality	GEWG, EC By GA 2017	the importance of the topic of gender equality is reflected in the official documents, which are updated with the inclusive language	proposal for changes in the official documents are brought to GA 2017

OBJ 2	Empower and support development of effective and sustainable advocacy, visibility and external communication and cooperation strategies and tools			
	Activities	Agent, Timeline	Expected Result	Success Indicators
16	Create and update a calendar of events and publications that are relevant to the Alliance	ERC, VPER <i>Throughout 2017 and 2018.</i>	<ul style="list-style-type: none"> Anticipated and prepared Alliance representations at external events Alliance events visibility is increased; The calendar is updated and shared with WGs and MOs. 	<ul style="list-style-type: none"> Alliance is represented at YFJ (Comem, EYE, other events), Global IVS meeting, other events of like-minded institutions (EYF, CoE...) All the Alliance WG regularly update and consult the calendar.
17	Promotion of updated informative material on the Alliance, including a photo database	ERC coordinates, WGs and EC contribute. By TM 2017	<ul style="list-style-type: none"> Alliance MO are aware about the existing informative materials and know how to access them; Members are supported in promotion of workcamps by having available an online common copyright free photo bank. 	<ul style="list-style-type: none"> Wide use of the material from Alliance members and so as to promote the networks activities; At least 100 photos are gathered and shared among members.
18	Contribute to the organization and participate to the	VPER, ERC and other WGs	<ul style="list-style-type: none"> Strengthen relations with like-minded networks and develop common campaigns; 	<ul style="list-style-type: none"> 1 Global MLTV meeting and 1 Global IVS meeting are organized yearly by initiative

	Global IVS (Leaders) Meeting and the Global MLTV meeting	depending on the topic. <i>Throughout 2017 and 2018</i>	Develop common exchange guidelines for Mid- and Long-Term Voluntary projects (MLTV).	of the sister networks with the support of Alliance; <ul style="list-style-type: none"> • MOs participate to the Global MLTV meeting; • MOs are informed about the results of the Global IVS meeting; • The events are covered on the Alliance social media
19	Update and promote the Accessing policy and toolkit	A4AWG <i>Throughout 2017 and 2018</i>	The Accessing Policy Paper and toolkit are updated with a visibility approach, following the actions that are developed along 2017, and promoted among members.	The policy paper and toolkit are used by members in order to promote inclusion practices and the A4A campaign, towards various local and international stakeholders.
20	Follow up and participate in the Mobility Network of YFJ	A4AWG, ERC, VPER <i>Throughout 2017 and 2018</i>	Awareness on accessible mobility in the Youth Forum Jeunesse is raised	Representatives of the Alliance with experience in A4A, take part in online/offline meetings and discussions of the mobility network
21	Disseminate the social media strategy among MOs and implement support measures	A4AWG, ESWG, ERC, VPER <i>Throughout 2017</i>	The strategy is used by MOs and Alliance WGs to improve the understanding of social media and communication strategy	At least one training session for MOs is delivered during the staff meeting 2017 and GA 2017 and a quick launch to social media use is disseminated.
22. a	Apply for and implement an international communication training addressed to WGs members and MOs	ERC, PoT, CD <i>Throughout 2017</i>	<ul style="list-style-type: none"> • A better understanding of the use of useful tools is put in place so as to promote the network's strategic priorities; • A social media survey is conducted prior to the training; • Improved cooperation between working groups; • Better understanding of social media, communication strategies and digital advocacy; • Increase awareness of international communication 	<ul style="list-style-type: none"> • An evaluation survey to measure effectiveness is prepared; • Some participants in the training are representatives from different working groups; • 25 participants working with communication for their MO.
23	Publish in the YFJ weekly Courier and Yo!Mag	ERC <i>Throughout 2017 and 2018</i>	Alliance's s strategic priorities and innovative practices (such as I'VE system) gain visibility at European level	2 publications in Courier, 1 publication in Yo!Mag per year.
24	Feed the Alliance Facebook page & Twitter	ERC <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Social Media are used in an effective way; • WGs and MO provide information to the ERC for publication through the publication platform. 	<ul style="list-style-type: none"> • WGs assign a contact person to the ERC • 3 posts per week will be published • Number of people engaged through social media is increased

25	Organize and participate at external events organised by policy makers and relevant stakeholders	EC and WGs members <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Alliance members are active in international events, get updated, promote network priorities and create synergies • The Alliance invites and meets with decision-makers from the countries of their members, on occasion of international or local events. 	<ul style="list-style-type: none"> • Participation and presentation in at least 3 events/year. • Relevant policy makers are invited to major Alliance events. • inclusion of events organised with/for decision makers in the external representation calendar
26	Participation in international forums, bodies of INGYOs and policy makers	ERC, VPER <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Alliance plays an active role in the decision making process of policy makers and other relevant networks • Major happenings are covered through Alliance media channels. 	Alliance representatives participate every year in the following forums and internal bodies life: Global Leaders meeting of IVS networks, United Nations Volunteers, CoE, etc.
27	Follow up and participate to events of the European Youth Forum	VPER, ERC subgroup following YFJ <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Alliance voice is brought to the YFJ level, CoE and EU level through it. • Alliance contributes to the youth and IVS related policies of the European bodies. 	<ul style="list-style-type: none"> • reports from 2 constitutional meetings per year are sent to the ERC and EC by Alliance representatives • representatives participate to other YFJ events. • participation in the volunteers team of EYE
28	Develop a strategy to apply the Alliance Representation Guide	VPER, ERC <i>Throughout 2017</i>	<ul style="list-style-type: none"> • Coherent Alliance representations according to the networks priorities; • MOs are informed and using the new gained knowledge. 	<ul style="list-style-type: none"> • ERC promotes and provides access to the materials; • ERC enters the Buddy System for communication support.
29	Contribute and support external international campaigns relevant to Alliance' strategic priorities	ERC coordinates, other WGs contribute depending on the topic <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • "Raising Peace Campaign", "Freedom of Movement Campaign", "IVS against Climate Change" campaign, No Hate Speech campaign and People4Soil are followed up and supported • wider awareness and participation among members is raised; • Communication channels with the sister networks are established for a smooth cooperation on the campaigns. 	<ul style="list-style-type: none"> • 50% of member organizations are involved in the international campaigns; • Networks meet online and offline at least twice/year to work together on the campaigns. • majority of MOs and at least 100 volunteers sign the People4Soil petition. • Institutions are identified and officially recognize the Campaigns and respond to proposed changes. • 10 Microgrants for Global Human Rights Week, October 2017, allocated to selected events of MOs

30	Implement, evaluate and improve the common promotional strategy for the campaigns	ERC coordinates A4AWG, ESWG, GATF, GEWG, contribute. By TM 2017 and TM 2018.	<ul style="list-style-type: none"> • A calendar and explanatory document is created and managed by ESWG, A4A, GEWG and GATF; • MOs receive clear guidelines on what/when/how to do for the campaigns; • the visibility and implementation of the campaigns on the organisational level is assured; • The social media strategy is applied. • The campaigns are evaluated with the contribution of participating MOs 	<ul style="list-style-type: none"> • MOs and WGs follow the new guidelines and calendar (including press releases, the use of social media, and promotional events such as fairs); • press releases are issued at international level; • A campaign contact person is assigned in each MOs involved in the campaigns. • Unified evaluation tools/surveys for the campaigns are put in place and used. • 100% of MOs joining the campaign participate also to the evaluation process.
31	Develop with sister networks and apply a long term strategy on impact assessment and IVS recognition	EC with ERC and ADC support. <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Stronger cooperation within the IVS movement for the recognition of workcamps • Available tools from common and other projects (I'VE, Changing Perspectives etc) are disseminated and exploited by national organisations thanks to the networks' support. • cooperation projects with CCIVS are put forward 	<ul style="list-style-type: none"> • at least 50% of MOs use the newly created tools/data with volunteers/other stakeholders; • Data collected from 2016 researches are included in internal and external publications. • project application is prepared by CCIVS with Alliance as formal partner in 2017/2018
32	Implement joint initiatives with YEN and other networks	EC, PoT <i>Throughout 2017</i>	<ul style="list-style-type: none"> • established mutual support and exchange relations with likeminded networks • workcamps are promoted outside the IVS movement as youth work and educational tool 	<ul style="list-style-type: none"> • project application is prepared by YEN with Alliance as formal partner in 2017 • representatives of Alliance bodies participate in events of likeminded networks
33	No Hate Speech campaign Follow up	ERC, VPER, GEWG, MOs <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • The results of the campaign are followed up and integrated in the work of WGs and MOs; • Different NHS events are gathered in the calendar and promoted on the Alliance Social media. 	<ul style="list-style-type: none"> • NHS campaign is highlighted through available communication channels (social media, newsletter etc) on monthly basis.
34.a	Develop a volunteer engagement strategy	EC, ADC, VES TF, MOs <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Alliance supports the members to apply for and implement and/or applies itself for large scale projects (KA2 strategic partnerships, capacity buildings etc) involving 7+ members and the network. • New tools and strategies are gradually developed, based on thorough assessment of members capacities and exterior practices, to answer shared needs and increase the capacities of members in engaging and recruiting volunteers and local communities. 	<ul style="list-style-type: none"> • Number of Strategic Partnership and other projects applied by MOs, where Alliance is promoter • Number of MOs involved in the projects. • Recommendations from Discussion groups at the GA 2016 taken into consideration for developing the programme/projects • A project proposal is prepared under KA2

			<ul style="list-style-type: none"> the trend of decreasing in number of volunteers in workcamps is addressed by the network 	<ul style="list-style-type: none"> Task force is assigned and actively involved in development of the strategy
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OBJ 3	Develop new and sustain existing cooperative/solidarity measures, internal communication and assessment/monitoring/evaluation tools and measures			
	Activities	Agent, Timeline	Expected Result	Success Indicators
35	Implement the Buddy System	SDWG <i>Throughout 2017</i>	<ul style="list-style-type: none"> 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 is drafted in 2017. 	<ul style="list-style-type: none"> 10 matched pairs of "buddies" which actively communicate throughout year an analysis done with "answering buddies" as a basis for further improvements of system proposal for a support system to mentors is ready for GA 2017
36	Participate as promoter at members' projects relevant to Strategic priorities and involving high number of members	EC, Pot, Secretariat <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> Alliance contributes as a formal promoter with its 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 (SWAY) and others. 	<ul style="list-style-type: none"> Pool of Trainers is involved where necessary Information is disseminated at Alliance events, website, newsletters, reports
37	Run the Technical Meetings 2017 and 2018	EC MO as host MOs, partners, guests as pax <i>February-March 2017 & 2018</i>	<ul style="list-style-type: none"> 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
38	Implement existing and Explore further the frame for Solidarity scheme	ADC, ERC, BoA, EC <i>Throughout 2017</i>	<ul style="list-style-type: none"> To research and identify answers to needs and challenges faced by members in their local/international environment in a proactive way based on the values of cooperation and solidarity Alliance flagship workcamps initiative - a mechanism put in 	<ul style="list-style-type: none"> To gather information about already existing solidarity programs of sisters networks and among members organizations Proposal of Solidarity Scheme is ready

			<p>place that highlights the initiatives of Alliance members, partners and guests who propose outstanding workcamps for the forthcoming seasons</p> <ul style="list-style-type: none"> • The Alliance flagship workcamps initiative is evaluated and adjusted after the first pilot year • Information is collected and analysis on European Solidarity corps and its possible implications for the Alliance and its member organisations 	<p>for GA 2017</p> <ul style="list-style-type: none"> • 6 projects supported during 2017, implemented and monitored during 2017, impact assessed and reported at GA2017 • number of members sending feedback on Flagship projects • report on Flagship workcamps initiative presented during GA2017 • Alliance formulated and sent a response on the online consultation of the European Commission on the European Solidarity Corps
39	Finalize the conflict resolution system with clear guidelines and a complete Board of Arbitrators	BoA with EC, ADC support <i>Throughout 2017</i>	The Alliance has well established, clear and transparent methodology and procedures to manage conflicts between member organizations, based on agreed principles of intervention.	<ul style="list-style-type: none"> • Guidelines on conflict management are written by the BoA and proposed to GA 2017 for inclusion in the official documents. • EC and ADC supervise the process and provide consultancy/support to BoA.
40	Assist members with network information search	SDWG Secretariat <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • 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
41	Develop self/peer assessment method for members and partners	SDWG, ADC <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Members and partners identify their strenghts, weaknesses and areas for improvement through the new self/peer assessment method • quality charter is reflected in self/peer assessment method as a binding document; • different actors are involved in providing evaluation to members: volunteers in MOs workcamps, other members, partners etc. • reinforce mutual trust among members and partners and the interchange of expertise, linking it to the Buddy System • member organisations are encouraged to participate in peer support mechanisms, such as the Buddy System, Staff Evaluation meeting 	<ul style="list-style-type: none"> • SDWG and ADC prepare a proposal for a self/peer assessment method for members and partners based on the outcomes of GA 2016 and 2017 discussion about possible tools and approaches. • The methodis presented to GA 2017 and adopted, monitored during 2017 and its impact reported at GA2018 • up to 50% of members and partners use the new tool/system in 2018 • Staff evaluation meeting 2017 includes elements of self/peer assessment

42	Update and Promote the Alliance Guidebook8 And its user-friendly electronic version	SDWG, MC members, WGs and AS <i>Before TM 2017</i>	<ul style="list-style-type: none"> • 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 GA2016 	Final version of the file is disseminated to members, partners and guests at TM 2017
43	Improve and disseminate the workcamp evaluation forms and standardise them	SDWG coordinates, TNWG, ESWG and A4AWG contribute <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • 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. • The standardized forms are adopted by MOs for the season 2018 • reliable and standardized data are available as basis for the self assessment concerning volunteers' feedback and Quality Charter standards 	<ul style="list-style-type: none"> • 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 2018 • The Forms are introduced to the participating organisations of the Involvement Programme, the partners and guests
44	Apply for and run the Staff Evaluation Meeting 2017	SDWG <i>Autumn 2017</i>	<ul style="list-style-type: none"> • 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. • provided space and expert support on peer assessment for interested members 	<ul style="list-style-type: none"> • At least 20 participants prior to GA 2017 • Final report with results is made available online for all members. • expert on peer assessment is invited to support the staff meeting
45.a	Plan and implement training activities, campaigns, events and tools, taking into account the global theme – migration - and other critical global issues identified by the governing bodies of the network	GATF coordinates EC, MC, MOs, PoT, WGs contribute <i>Throughout 2017</i>	<ul style="list-style-type: none"> • Global theme is identified throughout the year, 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 • toolkit/collection of activities that can be organized in workcamps by the campleaders on the theme of the year • Capacity of the network has increased to respond to rising issues, in reality often interrelated to migration, either as a 	<ul style="list-style-type: none"> • Concrete methodology and decisions taken • information and best practice collected and shared amongst members through website and newsletter • concrete actions under a common banner • Alliance events (such as EC meetings) are held in relevant locations • The toolkit of actions on migration in camps is presented during the TM 2017 to members, partners and guests • The Freedom of Movement Campaign is implemented by the networks (Alliance, CCIVS, NVDA, SCI)

			<p>cause or an effect.</p> <ul style="list-style-type: none"> • The communication and cooperation between existing bodies within alliance is improved in said responses • The communication and cooperation between IVS organisations in said responses, its advocacy and the participation of Alliance in Joint events is increased • the Freedom of movement position paper, voted at the GA2016, reflects the Alliance attitude and commitment together with sister networks, CCIVS, SCI and NVDA 	
46	Create and share a system where organisations can find partners for inclusion projects	A4AWG <i>Throughout 2017</i>	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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
47	Explore, develop and realize capacity building trainings/sessions towards environmental sustainability	ESWG <i>TM & GA 2017 and 2018</i>	<ul style="list-style-type: none"> • Organisations are well informed about the ESWG's topics of year • Active presence of ESWG & its topics at Alliance events 	<ul style="list-style-type: none"> • One workshop/ activity organized at each Alliance event
48	Monitor and update, if needed, the Environmental Sustainability Toolkit	ESWG <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Toolkit is updated and used • Members are supported in dealing with environmental issues with sustainable practices described in the toolkit • 	<ul style="list-style-type: none"> • At least 50% of the members use the toolkit • It is consulted when preparing Alliance events
49	Collect and distribute existing Toolkits and Methodologies for addressing gender issues in IVS	GEWG <i>Through ut 2017 and 2018</i>	<ul style="list-style-type: none"> • Members are supported in dealing with gender issues with shared good practices 	Toolkits and Methodologies distributed amongst the MOs
50	To continue supporting the development of the common placement tool.	EC, Placement Task force <i>Throughout 2017</i>	<ul style="list-style-type: none"> • the decision of the Congress resolution and the GA2014 decision on having a common placement tool is actively supported. • a decision is taken on the adoption of Plato 2.0 as the common placement tool of the Alliance no later then GA2018 	<ul style="list-style-type: none"> • evaluation of Plato as the common placement tool takes place by TM2017 • during the summer 2017 a project plan is created with detailed timescales and costs for future Plato development • vote takes place no later then GA2018

				for the adoption of Plato 2.0 as the common placement tool
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OBJ 4 Increase the outreach to and involvement of local communities and young people in IVS through strong member organizations and common strategies				
	Activities	Agent, Timeline	Expected Result	Success Indicators
45.b	Plan and implement training activities, campaigns, events and tools, taking into account the global theme – migration - and other critical global issues identified by the governing bodies of the network	GATF coordinates EC, MC, MOs, PoT, WGs contribute <i>Throughout 2017</i>	<ul style="list-style-type: none"> • Global theme is identified throughout the year, 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 • toolkit/collection of activities that can be organized in workcamps by the campleaders on the theme of the year • Capacity of the network has increased to respond to rising issues, in reality often interrelated to migration, either as a cause or an effect. • The communication and cooperation between existing bodies within alliance is improved in said responses • The communication and cooperation between IVS organisations in said responses, its advocacy and the participation of Alliance in Joint events is increased • the Freedom of movement position paper, voted at the GA2016, reflects the Alliance attitude and commitment together with sister networks, CCIVS, SCI and NVDA 	<ul style="list-style-type: none"> • Concrete methodology and decisions taken • information and best practice collected and shared amongst members through website and newsletter • concrete actions under a common banner • Alliance events (such as EC meetings) are held in relevant locations • The toolkit of actions on migration in camps is during the TM 2017 to members, partners and guests • The Freedom of Movement Campaign is implemented by the networks • number of representatives of the Alliance in external events
51	Facilitate the organisation of workcamps	MC, MOs <i>Throughout 2016 and 2017</i>	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	<ul style="list-style-type: none"> • An average of 1300 workcamps in local communities worldwide are implemented annually • An average of 15000 young volunteers is engaged is engaged annually in the workcamps.

34.b	Develop a volunteer engagement strategy	EC, ADC, VES TF, MOs <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Alliance supports the members to apply for and implement and/or applies itself for large scale projects (KA2 strategic partnerships, capacity buildings etc) involving 7+ members and the network. • New tools and strategies are gradually developed, to answer shared needs and increase the capacities of members in engaging and recruiting volunteers and local communities. • the trend of decreasing in number of volunteers in workcamps is addressed by the network 	<ul style="list-style-type: none"> • Number of Strategic Partnership and other projects applied by MOs, where Alliance is promoter • Number of MOs involved in the projects. • recommendations from Discussion groups at the GA 2016 taken into consideration for developing the programme/projects • a project proposal is prepared under KA2 • task force is assigned and actively involved in development of the strategy
52	Implementation of the Involvement Program	ADC with support of TNWG, ERC, SDWG, MOs tutors <i>Throughout 2017 and 2018.</i>	<ul style="list-style-type: none"> • The IP is evaluated and improved to be launched again at GA2017; • 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. 	<ul style="list-style-type: none"> • A workshop on the Programme proceeding and improvements is organized at Alliance Day and results shared with EC/MC; • A clear written procedure for the Program (mapping, support by tutor/Alliance, monitoring/evaluation) is developed and presented to GA2017; • 4 more partners organizing workcamps and cooperating with Alliance MOs during the season 2018; • Number of participants of IP organisations at the Alliance events 2017.
53	Run activities for visibility of A4A workcamps	A4AWG <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • IVS and other projects of MOs are accessible to all volunteers thanks to the support system provided in the framework of the campaign. • visibility of social inclusion projects and A4A workcamps is increased • 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. 	<ul style="list-style-type: none"> • Increase of accessing volunteers and IVS projects compared to the previous year. • MOs and other IVS networks promote the campaign as part of their strategy
54	Run the Environmental Sustainability Campaign and the Common Action	ESWG <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • Sustainability values are spread and practiced through all Alliance and MOs projects and events • Campaign objectives are matched with Alliance advocacy global strategy. 	<ul style="list-style-type: none"> • At least 50% of organizations run the common action within at least 1 workcamp
55	"Not in my camp" campaign	ERC, VPER, GEWG, MOs	<ul style="list-style-type: none"> • the importance of the topic is highlighted throughout the movement, 	<ul style="list-style-type: none"> • number of workcamps/MOs included in the Campaign

		<i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> gender issues are addressed in workcamps and IVS projects through awareness raising and educational activities assured safe space for receiving reports (anonymous) on gender discrimination in IVS projects 	<ul style="list-style-type: none"> reports and comments on gender issues in IVS projects are collected among workcamp leaders and volunteers
56	Disseminate info on funding programme opportunities for inclusion work	A4AWG <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Best practices are shared; More projects on inclusion work are created; All member and partner organisations received the fact sheet; 10 more inclusion projects are developed and applied for.
57	Assist members in giving visibility to the participation of A4A volunteers on info sheets and websites	A4AWG <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> Information on social inclusion, rather than campaign or visibility action, in infosheets and websites Launching the visibility action(s) through their social media. 	<ul style="list-style-type: none"> All members are contacted with instructions on the task; Alliance and social inclusion priority is present on at least 60% of members sites and infosheets; At least 10 organisations are sharing the volunteer stories on their websites or social media.
58	Create and feed a volunteers' stories database	A4AWG, AS <i>Throughout 2017-2018</i>	<ul style="list-style-type: none"> the database is created and is accessible to all member organisations; the accessing activities of the network are promoted internally and externally. 	<ul style="list-style-type: none"> there are at least ten stories in the database; the database is connected to the website and promoted through the newsletter as well as social media.
59	Monitor and follow- up the recommendations on the exchange system enforced by the members, partners and guests	ADC <i>Throughout 2017</i>	<ul style="list-style-type: none"> The recommendations on the exchange system are shared and followed by members, partners and guests. 	<ul style="list-style-type: none"> The recommendations are properly shared with members, partners and guests through all the means available. A structure/template is provided to help organisations explain the "participation fee" to volunteers A survey on the exchange system is conducted among at least 50% of Alliance membership and analysed by GA2017

OBJ 5	Develop Educational Tools and strategies through non-formal and informal learning practices and collaborate with external partners to recognize the impact of IVS			
	Activities	Agent, Timeline	Expected Result	Success Indicators

60	Finalize and disseminate the Alliance Training Handbook	PoT, TNWG <i>Throughout 2017</i>	<ul style="list-style-type: none"> • Updated Training Handbook. • Members are aware of content of the Handbook and they are using it for their educational activities. 	<ul style="list-style-type: none"> • Training Handbook updated with material produced at Alliance projects in the past 3 years, especially with material produced at LTTCs 2015 and 2017. • Contents of Handbook reflect the needs of the organizations as these were assessed during 2016. • Mailing lists, newsletter and website contain promotion of the handbook. • A session is organised during the Alliance Day for its promotion among the organisations
61	Develop with sister networks and apply a long term strategy on impact assessment and IVS recognition with shared tools among the networks coming from common and other multilateral projects (I'VE, Changing Perspectives etc).	EC coordinated, ERC and ADC contribute. <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • an agreed common strategy is developed with the networks and put in place. • available tools are disseminated and exploited by national organisations thanks to the networks' support; • Results of the projects/researches are used for the benefit of volunteers, local communities and IVS movement. 	<ul style="list-style-type: none"> • at least 50% of MOs use the newly created tools and data towards volunteers and other stakeholders; • The data collected from the researches are included in internal and external publications. • The majority of members approve the impact strategy that is presented to the GA 2017
62	Provide capacity building towards environmental sustainability to member organisations	ESWG <i>TM & GA 2017 and 2018</i>	<ul style="list-style-type: none"> • Organisations are informed on ways and equipped to disseminate provided information about the ESWG's topics of year, available toolkits and recommendations on sustainability measures in IVS • Active presence of ESWG & its topics at Alliance events 	<ul style="list-style-type: none"> • One workshop/ activity organized at each Alliance event • Infosheets and project descriptions of Alliance events contain information on Alliance sustainability practices

22. b	Apply to host an international communication training addressed to WGs members and MOs.	ERC, PoT, CD <i>Throughout 2017</i>	<ul style="list-style-type: none"> • A better understanding of the use of useful tools is put in place so as to promote the network's strategic priorities; • A social media survey is conducted prior to the training; • Improved cooperation between working groups; • Better understanding of social media, communication strategies and digital advocacy; • Increase awareness of international communication 	<ul style="list-style-type: none"> • An evaluation survey to measure effectiveness is prepared; • Some participants in the training are representatives from different working groups; • 25 participants working with communication for their MO.
63	Develop training opportunities so as to improve member organisations' capacities on inclusion works and related tools	A4AWG, PoT, Course Director (CD) <i>Throughout 2017</i>	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 10 orgs participating in a training course applied for and implemented in 2017 • 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 2018 as a result of the 2017 activities
64	Relaunch and Promote the Alliance Pool of Trainers (A-PoT)	TNWG ERC contributes <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • The new PoT is formed and active in Alliance and MOs trainings • Better recognition of A-PoT among Alliance organizations, sister networks and other stakeholders • Members get assistance in implementing national or international trainings 	<ul style="list-style-type: none"> • New PoT 2018-19 is enriched and enlarged with new members. • 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
65	Improve and promote the use of the e-learning platform	TNWG, PoT/other training experts, WGs <i>Throughout 2017</i>	<ul style="list-style-type: none"> • E-platform is exploited and enriched for the development of the LTTC 2017 • 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 are examined 	<ul style="list-style-type: none"> • At least 2 modules are developed at the e-platform in and outside the framework of LTTC 2017. • At least 1 training opportunity for interested future e-platform contributors, is designed by Joint Meeting 2017

66	Providing training opportunities for MOs on gender issues in IVS	GEWG, PoT, CD <i>Throughout 2017 and 2018</i>	<ul style="list-style-type: none"> • A Study Session on gender in IVS is implemented and results are disseminated in the network. • Capacity building of different actions of IVS towards gender equality provided • recommendations for camp leaders on how to include a gender perspective in workcamps created and disseminated to camp leaders • workshops in various Alliance events planned and implemented • outcomes of Study Session 2017 are distributed among MOs and followed up 	<ul style="list-style-type: none"> • At least 1/3 of MOs participate to the Study Session SAGE • The results are followed up by proposals to the GA 2017 • Fair Play 3.0 realised among XX Alliance members, applied and organised by IJGD • training models for workcamp leaders developed and implemented in MOs in their trainings • workshop on gender equality is developed and implemented within LTTC2017 • Online course is developed and promoted on the Online Platform
67	Implement the LTTC 2017 on NFE methodologies specific for IVS	CD and VP direct responsibility; LTTC Trainers team; GEWG, A4AWG, MOs <i>Throughout 2017</i>	<ul style="list-style-type: none"> • Successfully trained new generation of trainers for trainings of workcamp youth leaders. • educational curricula of LTTC'17 delivered with an upgraded methodological approach– workcamps as a pedagogical tool that fosters deeper and durable personal and local communities development through intercultural exchange, social cohesion and inclusion, and greater awareness of importance of gender equality among volunteers • multiplied effect assured among indirectly involved youth: 300+ leaders, 200+ workcamps and 2400+ int. volunteers • A follow-up on I'VE participated strategic partnership assured throughout the LTTC. • Widely promoted principles on gender equality and inclusion in IVS. 	<ul style="list-style-type: none"> • Application for the LTTC with support of EYF Workplan approved, monitored and reported on. • 22 new trainers successfully participated in 3 residential events, the practice and follow-up phase of the LTTC in 2017. • tools for recognition and assessment of key competences used by the participants and workcamp leaders • handbook for Camp Leading Trainings produced and disseminated among all Alliance members and sister networks • PoT enlarged in 2018 with up to 10 junior trainers • 3 new e-learning courses: on gender equality, I'VE methodology, social inclusion, all in the context of IVS, with self-assessment, discussion groups, individual and group tasks

Annex II - Alliance Members after the General Assembly 2016

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2.	Alternative-V	Ukraine	13/21v, T.Shevchenka lane, of. 302, Kyiv, 01001	0038 0442880915	alternative.v@gmail.com	www.alternative-v.com.ua
3.	ANEC	France	3 rue des petits gras - 63000 C	0033.4.73.31.9	international@etudesetchantiers.org	www.etudesetchantiers.org
4.	C.i.A.	Greece	Gkyzi 59, 11474 Athens	0030 2103801881	citizensinaction@gmail.com	www.citizensinaction.gr
5.	CBB	Belgium	Place du Roi Albert 9 6900 Marche-en-Famenne	+32 84 31 44 1	dg@compagnonsbattiseurs.be	www.compagnonsbattiseurs.be
6.	CBF	France	22, rue de la Donelière 35000 RENNES	00 33 299 60 90	cbfrance@compagnonsbattiseurs.org	www.compagnonsbattiseurs.org
7.	CIEEJ	JAPAN	Cosmos Aoyama, 5-53-67 Jingumae, Shibuya-ku, Tokyo 150-8355	+81-3-5467-5503	IVP@cieej.or.jp	www.cieej.or.jp
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9.	COCAT	Spain - Catalonia	c/ Calàbria, 120, 08015 Barcelona	0034.93.425.40.64	cocat@cocat.org	www.cocat.org
10.	Concordia	France	64 rue Pouchet, 75017 Paris, France	+33 (0) 145230023	info@concordia.fr	www.concordia-association.org
11.	Concordia UK	UK	19 North Street, Portslade, Brighton BN41 1 DH	0044-1273-422218	info@concordiavolunteers.org.uk	www.concordiavolunteers.org.uk
12.	De Amicitia	Spain	Las Huelgas s/n. 28739 Gargantilla del Lozoya	+34918695445	deamicitia@deamicitia.org	www.deamicitia.org
13.	Deineta	Lithuania	Savanoriu pr. 16-7, 44253 Kaunas	+37037204055	info@deineta.lt	www.deineta.lt
14.	EGYESEK	Hungary	14/B Radnóti Miklós street, Budapest H-1137	+3613210495	info@egyesek.hu	www.egyesek.hu
15.	ELIX	Greece	Veranzerou 15, 10677 Athens	0030 2103825506	elix@elix.org.gr	www.elix.org.gr
16.	ESTYES	Estonia	Wiedemanni 3, 10126 Tallinn		estyes@estyes.ee	www.estyes.ee
17.	FIYE	Poland	Marszałkowska 24/26, lok. 5, 00-576 Warsaw	0048 22 672 26 40	fiye@fiye.pl	www.fiye.pl
18.	GENCTUR	Turkey	Istiklal cad. 108 Aznavur pasaji, k:5, Beyoglu 34430, Istanbul	0090 212 244 62 30	info@genctur.com	www.genctur.com

19.	Grenzenlos	Austria	Latschkagasse 1/4, 1090 Vienna	0043-1- 3157636	office@grenzenlos.or. at	www.grenzenlos.or.at
20.	GSM	Turkey	Bayındır Sokak No: 45/9 Kızılay ANKARA	0090 312 417 11 24	gsm@gsm.org.tr	www.gsm.org.tr
21.	HUJ	Armenia	19A Koryun Street, 0009 Yerevan	0037410 522 771	huj@arminco.com	www.huj.am
22.	IBG	Germany	Fuchseckstr. 1, 70188 Stuttgart	0049-711- 6491128	info@ibg- workcamps.org	www.ibg-workcamps.org
23.	IJGD	Germany	ijgd, Kasernenstr. 48, 53111 Bonn	0049 228- 228000	ijgd@ijgd.de, workcamp@ijgd.de	www.ijgd.de
24.	INEX	Slovakia	Prokopova 15, 85101 Bratislav	004219055010 77	inex@inex.sk	www.inex.sk
25.	INEX-SDA	Czech Republic	Varšavská 30, 120 00 Praha 2	+420 222 362 713	inexsda@inexsda.cz	www.inexsda.cz
26.	IWO	South Korea	504-29 Yonnam- Dong, 121-869 Seoul	0082-2-568- 5858	jinsu@1.or.kr	www.1.or.kr
27.	JAVVA	Belgium	Rue de Parme, 86 1060 Brussels	+3224782919	javva@javva.org	www.javva.org
28.	JR	France	10, rue de Trevis - 75009 PARIS	00 33 1 47 70 75 71	camp@volontariat.or g	www.volontariat.org
29.	Legambiente	Italy	Via Salaria 403, Roma	0039 0686268324	volontariato@legambi ente.it	www.legambiente.it
30.	Lunaria	Italy	Via Buonarroti 39 - 00185, Rome	003906884188 0	workcamps@lunaria. org	www.lunaria.org
31.	LYVS	Belarus	P.O. Box 213 Minsk 220013 Belarus	003752938511 87	yaskevich.natalli@gm ail.com	www.lyvs.bn.by
32.	MS	Denmark	Faelledvej 12, 220 Copenhagen	+45 7731 0022	workcamp@ms.dk	www.globalcontact.dk
33.	NICE	JAPAN	2-1-14-401 Shinjuku, Shinjuku-ku, Tokyo 160-0022	81-3-3358- 7140	nice@nice1.gr.jp	nice1.gr.jp
34.	NIG	Germany	Carl-Hopp-Str. 27 , 18069 Rostock	+49 381 - 4922914	nig@campline.de	www.campline.de/
35.	Open Houses	Germany	Goetheplatz 9 B, D- 99423 Weimar	+49 172 7746913	info@openhouses.de	www.openhouses.de
36.	Pro International	Germany	Cappeler Str. 12 E, 35039 Marburg	+49-6421- 65277	info@pro- international.de	www.pro-international.de
37.	SFERA	Russia	Piskunova 27, Nizhny Novgorod, 603005	007831430470 3	sfera@dobrovolets.ru	www.dobrovolets.ru
38.	SIW	Netherlands	Willemstraat 7, 3511 RJ Utrecht	003130231772 1	general@siw.nl	www.siw.nl
39.	SJ	France	10 Rue du 8 mai 1945, 75010 Paris	0033 1 55 26 88 77	dg@solidaritesjeunes ses.org	www.solidaritesjeunes.org
40.	SVI	Spain	José Ortega y Gasset, 71 - 28006-MADRID	+34917827707 +34917827711	blasmo@injuve.es	www.injuve.es
41.	Union Forum	Ukraine	B. Lepkogo 14, P.O. 2114, Lviv 79007	+38032272693 4	info@union- forum.org	www.union-forum.org
42.	UNA	Wales - UK	Temple of Peace, Cathays Park, Cardiff, CF10 3AP	0044 (0)29 2022 3088	info@unaexchange.or g	www.unaexchange.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
44.	VJF	Germany	Hans Otto Strasse 7, 10407 Berlin	0049 3042 85 06 03	office@vjf.de	www.vjf.de
45.	Vive Mexico	Mexico	Av. Universidad 2021-5, Fraccionamiento Los Pinos, C.P. 58200, Morelia, Michoacán	+52(443)3245 170	international@vivemexico.org	www.vivemexico.org
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
48.	Xchange Scotland	Scotland - UK	The Kinning Park Complex, 43 Cornwall Street, Glasgow	+44 (0)141 237 4767	info@xchangescotland.org	www.xchangescotland.org
49.	YAP IT	Italy	Via Marco Dino Rossi 12/g, 00173 Roma	003906721012 0	yap@yap.it	www.yap.it
50.	YRS-VSS	Serbia	Bulevar umetnosti 27, 190531 Beograd	003811131166 63	office@mis.org.rs	www.mis.org.rs

Annex III - Alliance Invitation List for 2017

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 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);
- International Cultural Youth Exchange network (ICYE).

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 2016

	Organisation	Country
1.	Fundacion SES	Argentina
4.	Bridge to the Future	Azerbaijan
5.	ICJA	Germany
6.	VolTra	Hong Kong
7.	SEEDS	Iceland
8.	WF Iceland	Iceland
9.	FSL	India
10.	Ruchi	India
11.	PKBI (IIWC)	Indonesia
12.	Dejavato Foundation	Indonesia
13.	Informagiovani	Italy
14.	KVDA	Kenya
15.	Leaders	Kyrgyzstan
16.	Nataté	Mexico

17.	MCE	Mongolia
18.	CJM	Morocco
19.	VIN	Nepal
20.	IPDJ	Portugal
21.	Digevu	Russia
22.	Mir Tesen	Russia
23.	Passage Zebra	Russia
24.	Sodrujetsvo	Russia
25.	KNCU	South Korea
26.	VYA Taiwan	Taiwan
27.	VSA	Thailand
28.	ATAV	Tunisia
29.	UPA	Uganda
30.	VAP-UK	UK
31.	VFP	USA
32.	SJ Vietnam	Vietnam
33.	VPV	Vietnam

Guests for the year 2017

* some guests were invited to join the Technical Meeting 2017 by the Executive Committee after the GA2016, according to the procedures set in the Standing Orders.

	Organisation	Country
1.	Good Word Society*	Bahrein
2.	CYA*	Cambodia
3.	Dreamwalker	China
4.	Sunshine Volunteers	China
5.	ACI	Costa Rica
6.	FUNPROCH Chiriboga	Ecuador
7.	GREAT	Indonesia
8.	IBO	Italy
9.	GVDA	Kenya
10.	Youth for Smile	Latvia
11.	AJOV	Mozambique
12.	BVBP	Peru
13.	GIED	Philippines
14.	IGEEI (ex-YSDA)*	Philippines
15.	Lumea Lui Pinochio*	Romania
16.	AYA	Russia
17.	Smart Travel Bureau (ex-GDC)	Russia
18.	SAVWA	South Africa
19.	PeaceWorks	Sweden
20.	Uvikiuta	Tanzania



of European Voluntary Service Organisations

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