



# ALLIANCE

## ANNUAL REPORT - YEAR 2018



Co-funded by the  
Erasmus+ Programme  
of the European Union

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## Introduction

Dear reader,

The report you are about to read is created to help you discover the world of International Voluntary Service through the activities of its key actor in Europe: the Alliance. In this report you will find the journey the network passed over the year 2018 and will have a glance over key activities of Alliance for the year.

In 2018 the Network started its first steps towards mid-term evaluation of resolutions of Alliance Congress 2014 by streamlining the topic of monitoring and evaluation. This trend was coupled with continued efforts on Alliance level to empower members in external relations and social media.

Coupling these two aims for the year, Alliance developed the project ERSI with three activities throughout the year that kicked off with a meeting for youth workers in January and came to its end in October with the General Conference focused on monitoring and evaluation.

The recent statistics show an interesting trend in terms of age of volunteers: as in previous years the part of underage volunteers in our workcamps increases, which reflects in the network's focus in this area through its planned educational activities and projects.

Following the decision of the General Assembly 2017 this year's Technical Meeting in Brno (Czech Republic) was organised following a new structure. This meant that partner

and guest organisations were more present at the event and it was possible for them to get more involved in various workshops and activities. The topic of inclusion has been prominent inside the network, which is visible from the campaigns run by Alliance in 2018, including the common action 1Table4All and Not in my camp! Campaign, as well as its created synergies with sister networks.

As every year, this year brought changes and developments to the network. There is a consistent upward trend in participation of young people in committees, working groups and annual meetings, which has its fruits for the network. In preparation of 2019, which will be devoted to mid-term evaluation of Alliance Vision 2024, Alliance Executive and Alliance Development Committees met in Rome to create a roadmap for this important and ambitious process that was later presented to Alliance members.

The General Assembly that concluded this year was very fruitful with many important proposals adopted by the network, including vital amendments to Alliance Constitution and Standing orders, adoption of policy papers and creation of three task forces charged with development and improvement of IVS realities.

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

## Alliance statistics

The data related to the year 2018 are not available at the moment of publishing this report. They will be presented and adopted by Alliance General Assembly of November 2019.

We present here the data referring to the workcamp season 2017.

We must warn the reader about the difficulty that we experienced in collecting the data. These difficulties are fully explained in the detailed statistics report of the year 2017, prepared by Alliance member organisation Egyesek (Hungary) and available for your convenience at the following link <https://goo.gl/v63yuZ>

Statistics 2015	Statistics 2016	Statistics 2017
<b>Member organisations at the end of 2015:</b> 50	<b>Member organisations at the end of 2016:</b> 50	<b>Member organisations at the end of 2017:</b> 50
<b>Volunteers</b> Volunteers participating in workcamps abroad and in their own country: <b>13643</b> <b>4,4% of volunteers with fewer opportunities</b>	<b>Volunteers</b> Volunteers participating in workcamps abroad and in their own country: <b>13985</b> <b>3,5% of volunteers with fewer opportunities</b>	<b>Volunteers</b> Volunteers participating in workcamps abroad and in their own country: <b>13525</b> <b>3,6% volunteers with fewer opportunities</b>
<b>Gender ratio</b> 63% female 37% male	<b>Gender ratio</b> 60,2% female 39,8% male	<b>Gender ratio</b> 59% female 41% male
<b>Age of volunteers</b> <a href="#">over 18: 86%</a> under 18: 14%	<b>Age of volunteers</b> <a href="#">over 18: 84,8%</a> under 18: 15,2%	<b>Age of volunteers</b> over 18: 81% under 18: 19%
<b>Destination of volunteers</b> Europe 74,7% Asia 16,2% Americas 3,1%	<b>Destination of volunteers</b> Europe 79% Asia 19% Americas 2%	<b>Destination of volunteers</b> data not available
<b>Projects proposed</b>  <b>Number of workcamps:</b> 1210	<b>Projects proposed</b>  <b>Number of workcamps:</b> 1238	<b>Projects proposed</b>  <b>Number of workcamps:</b> 1340
7,3% Camps for teenagers	6,5% Camps for teenagers	11,5% Camps for teenagers
<b>Mid and long term</b>	<b>Mid and long term</b>	<b>Mid and long term</b>

<b>projects</b> Volunteers sent: 1630 (EVS: 30,4%)  Volunteers hosted: 773 (EVS: 33,2%)  <b>1598 camp leaders</b>	<b>projects</b> Volunteers sent: 2226 (EVS:25,11)  Volunteers hosted: 881 (EVS: 27,4)  <b>1437 camp leaders</b>	<b>projects</b> MLTV: 1198 EVS: 525  <b>1589 camp leaders</b>
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## 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 non-formal 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.

## Alliance Management

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 l'Alfás del Pi (Spain), in November

2018, the EC is currently composed by:

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Mattia Lolli - President - Legambiente (IT)

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Jannika Mumme - Vice-President IBG (DE)

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Philipp Melikyan - General Secretary - HUI (AM)

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Anthony Crochu - Treasurer - Concordia France

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Jana Gander - Vicepresident External Relations - VJF (DE)

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Tilemachos Boni - Additional Member - Elix (GR)



Alliance Executive Committee 2018

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.

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 2018 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
- Gender Equality Working Group
- Training Needs Working Group

In 2018 in the network bodies, 7 WGs and Committees, the following persons were involved: A4AWG (21 members), ADC (11 members), ESWG (18 members), ERC (9 members), GEWG (20 members) SDWG (8 members), TNWG (5 members)

The total number of volunteers and activists registered to WGs and Committees was 92, coming from 30 Alliance MOs.

Alliance working groups and committees organise their own work, implement meetings and seminars, and prepare workshops and training sessions during the Alliance events. The Alliance Vice-President, with the support of other EC members, is responsible for the coordination between the working groups and committees.



A meeting of Access 4 All Working Group

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.

In order to boost the participation of the member organizations, the network organizes since 2012 the Joint Meeting (JM), that gathers at the same time the Executive Committee and all the working groups of the network. In 2018, Alliance JM took place in Brussels, Belgium, hosted by the member organisation JAVVA.

As European NGO and cooperative network, gathering independent national youth organisations, the Alliance 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.

In 2018 the Alliance Executive (EC) and Management (MC) Committees held the following meetings:

Meeting	When	Where
EC/MC	Ernstshofen, Germany	11-13 January
EC/MC	Brno, Czech Republic	28 February-1 March
EC (with ADC)	Rome, Italy	10-13 May
EC/MC	Brussels, Belgium	7-10 September
EC/MC	I'Alfàs del Pi	29-31 October

### The staff positions

Since September 2011 the Alliance established a network secretariat.

Following the decision of GA 2016, Alliance Secretariat is currently hosted by Lunaria organisation, based in Rome, Italy.

Alliance Secretary is a full-time position whose role is to support the organization of all the initiatives and activities of the network.



Apart from the Alliance Secretary, the other permanent paid staff positions of the network are the Financial Assistant (AFA) and the Course Director, both hired as external consultants. The AFA is hosted by the organisation holding the Treasurer position and has the responsibility to help the Treasurer in carrying out his duties.

The Course Director is in charge of coordinating the preparation and implementation of strategic educational projects; coordinating Alliance Pool of Trainers; supporting the relevant appointed bodies and elected positions of the network for the monitor and implementation of the Alliance Educational Framework.



## Executive Committee Report<sup>1</sup>

### President report

*(Mattia Lolli, Legambiente)*

I am very proud to introduce the report of the work done from the Executive Committee for the year 2018.

Our main priority has been to provide support and capacity building to our members to increase participation and engagement of volunteers. Concretely this has been done thanks to the ERSI project that allowed the Network to run 3 specific activities:

- A January Meeting of Youth workers.
- A training on social media communication.
- A General Conference on Monitoring and Evaluation (that took place before the General Assembly).

ERSI required a lot of coordination and preparation work but it is a perfect example of how the Network can empower and support its members.

We provided space for discussion and sharing of good practice to tackle the decreasing number of volunteers also during the Technical Meeting, that this year was organised for the first time with a new structure that allowed our Partner and Guest organisations to be more involved in the life of the Network. We received a lot of positive feedback about this new structure and we look forward to continue the process of revision of Alliance events, also thanks to the strong contribution of Alliance Development Committee.

The cooperation between ADC and EC has

been in fact very good and productive this year. With a very inspiring and fruitful meeting that took place in May in Rome with the aim of defining the main objective of the upcoming cycle of events 2019 that will be focused on the realization of the "Congressino", a process of evaluation and update of the Network main priorities adopted after the Congress 2014. Five years have passed and it's now time to evaluate the work done and decide together on which priorities we would like to focus more in the next five years.

It has been again a very intense year also from a political point of view, with a strong advocacy activity for the recognition of Volunteering and Non Formal Education.

This has mainly been done through the European Youth Forum and particularly in the advocacy for the European Solidarity Corps. We can proudly say that the program looks much better than the initial version (in terms of funding and opportunities for our members) and acknowledge the fact that Alliance is now more than ever a relevant actor recognized by European Institutions. This would not have been possible without the good teamwork of VPER Jana Gander, ERC (particularly with the Advocacy Coordinator Tilemachos Boni) and many of our Members.

We also continued the good cooperation with our sister networks in the frame of IVS Movement. More synergy and coordination has been put in place among our common campaigns and we also started an important work of revision and evaluation of their overall impact, thanks to the strong support of our Additional Member Jannika Mumme.

On a more practical level we successfully finalized the Alliance Secretariat transition, with our new AS Serena Verlato now fully in charge of all the Network administration and management demanding tasks and providing a tremendous support to the EC, the Working Groups and the Members.

One of our key priorities is still to make Alliance management more open, transparent and

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<sup>1</sup> The reports of Alliance Executive Committee members available in this section were approved by Alliance GA 2018.

efficient. As EC we try to provide support and fresh ideas when needed but also to ensure a solid leadership and a sound financial budget to the Network. This has been guaranteed also thanks to the capacities and creativity of our Treasurer Martin Avila and our fantastic Alliance Financial Assistant Clare McIntyre to whom I am particularly grateful.

Going through all the different reports prepared by the Alliance bodies you can realize the incredible amount (and quality) of activities that have been delivered through the year. Thinking that most of that has been ensured through voluntary work and commitment makes us understand why Alliance (and IVS movement in general) is so unique. Let's keep working to make it stronger and accessible for all!

*Mattia Lolli, Alliance President*

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## **Vice-President report**

*(Yulia Utenkova, World 4 You)*

As usual upon the completion of GA2017 the internal life of Alliance didn't have time to stop and smoothly continued with certain urgent tasks to be done:

-In November the Call for new Alliance Course Director 2018-20 was prepared jointly by the current ACD Dushan Milojevich and EC. The deadline for applications for a new Alliance Course Director 2018-20 had to be extended due to absence of applications, which again proved the very demanding amount of tasks, and demanding requested profile for this part-time staff position. As a result, in January the EC faced a difficult situation, where no person had applied for the position. Thanks to Dushan Milojevich's initiative and availability, it was possible to fulfill the position for one extra year.

-The Call for the Working Groups & Committees 2018 was prepared jointly with new MC members and launched with the new idea of an introductory infographic about each WG with a small description and picture of each coordinator. In 2018 this was the composition of Alliance WGs and Committees: A4AWG (21 members), ADC (11 members), ESWG (18 members), ERC (9 members), GEWG (20 members) SDWG (8 members), TNWG (5 members). In total in 2018, year 114 positions were covered by 92 people from 30 Alliance member organisations (2017 numbers: 114 positions were covered by 86 people from 32 member organisations; 2016 numbers: 120 positions covered by 86 people from 36 member organisations). On one side this proves the continuous motivation of more than half of Alliance membership to contribute to the life of the network via working groups, on the other side we observe the growing number of WG members but decreasing amount of member organisations themselves participating in working groups. Besides, there is an ongoing issue of too large thematic WGs -A4All WG, ESWG, GEWG - that is challenging for coordination. Functionality of big groups of ~20 and more members was discussed during MC meetings throughout the year. It's worth to point that Standing Orders recommend having no more than 7 members in each group (6 members plus the coordinator). Possible solutions discussed so far are

- Rethink on amount of WG representatives per organisation,
- Rethink the expected profile of representatives,
- Reshape the Call for the working groups.

From January to April 2018 Alliance work was focused on 2 events:

- The 2018 year was successfully kicked-off with the Activity 1 "Enhancing Capacities" of E.R.S.I. Next, the call for Alliance Pool of Trainers 2018-19 was launched and applicants were selected by Alliance Course Director, TNWG coordinator and Alliance Vice-President.

- The Technical Meeting.

Open Houses was selected (among 4 expressions of

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interest - Egyesek, EstYes, YRS-VSS and Open Houses) as host for the 2nd event of Congressino cycle, a Capacity Building Seminar in May 2019.

The Erasmus+ Admin grant report 2017 (deadline 30th April 2018) was prepared by AS. An application to the European Youth Foundation of the Council of Europe was also prepared. The name of the Workplan application was "P.O.R.G.Y. & B.E.S.S.

I would like to specifically thank the Course Director Dushan for the great and large amount of work done for this application. Unfortunately the European Youth Foundation rejected the application due to the very strong "introspective approach": according to their evaluators the focus on the statutory meetings was too strong and the tangible and direct impact of the workplan for young people outside the Alliance network is limited. As a result, the funding idea of Congressino was reconsidered by the EC and Course Director

The Activity 2 of E.R.S.I. project - training on social media was run from 23-28 May 2018 in Holloko, Hungary, gathering the staff and active volunteers responsible for promo and volunteers' outreach in Alliance member organisations, with the main aim to enhance their Social Media skills by exploring video-making, evaluating the existing content of members past posts, statistics of members outreach in order to learn how to increase them and make more attractive and understandable by volunteers. We keep receiving a positive feedback from members about the content of this training.

The preparation team of the General Conference on monitoring and evaluation - Dushan Milojevich, Jelena Ristić Beronja, Marija Pantelić, Julia Rodriguez Nieto, Polyxeni Koutentaki (External expert) - met in Belgrade in August 2018, more details are reflected in Course Director report.

JAVVA was selected as a host of Joint Meeting 2018, among expressions from 4 organisations (Egyesek, EstYes, Legambiente, JAVVA). The Joint Meeting of Working Groups & Committees was held in Brussels from 7 to 10 September 2018, involving 32 participants, including one representative of Alliance PoT/ GC preparation team.

The new Call for the Alliance Course Director position for the period November 2018 - November 2020 was launched in September.

A single Erasmus+ KA1 application to the German NA, in order to finance the Congressino 2nd activity was prepared by ACD for the 4th October deadline and submitted, with the support of Open Houses.

Concerning the preparation and implementation of Alliance primary project of the year E.R.S.I. "Experience - Record - Share - Involve" - I would like to specifically thank the hosts of the first two activities: IBG - also for the very good coordination of the project itself, and Egyesek for hosting the training on social media, for their expertise in topic of social media and recommending Miki Ambrózy as the external expert.

The project KA3 #IVS4Peace where the Alliance is a formal partner is actively contributing to foster the social inclusion process of young people with fewer opportunities, migrants and refugees in IVS. Partners of this project are three networks CCIVS,

ALLIANCE, YEN and four Alliance member organisations EGYESEK, SJ, ELIX, CBB. The added value of such partnership is possibility to improve and increase the capacity of the networks to provide effective opportunities for social inclusion of young people through the development and scale up of tools and working methods. The Alliance took the responsibility for running a survey among member, partner and guest organisations on Social Inclusion Mapping, also participating actively in the Steering Group and project meetings. Special thanks here to Serena who is doing a lot of extra work related to this project.

*Yulia Utenkova, Alliance Vice-President*

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### **Treasurer financial Report**

*(Martin Avila, MS Denmark)*

Dear friends, colleagues and members of the Alliance, please find here my report for the work of the Treasurer in 2018 (accounts 2017).

#### External Examiner

After discussion the external examiner, Accountants SD Business Management that we change the title of External Auditor to External Examiner, suggested it. This is because an Audit is a very specific and exhaustive process by which an Accountant conducts extremely detailed examination of organisational accounts. The processes that have been followed for our accounts is an independent examination which is the standard process for organisations of our size and conforms to UK best practice.

The examiner has also proposed a new format of statement which alongside the statement that they see no problems with the accounts presented to them also intends

to show in a more transparent and understandable form the financial accounts of the network.

This new format is presented at the GA 2018.

#### 2016 Accounts

The 2016 accounts are presented alongside the external examiner report they are in the standard format of comparison between the originally approved budget and the final closed accounts. The final figures are very similar to those presented at the last GA and in the last Treasurer's report.

#### 2017 Accounts

The 2017 accounts were in time for presentation to the EYF as part of the reporting for the Structural Grant.

Highlights from the last financial year include:

#### Income and Expenditures

- Continued strong revenue generation from administrative grants of Erasmus+ and European Youth Foundation
- Erasmus+ Operating grant providing 50,000 Euros - European Youth Foundation grant providing 16,910 Euros
- Slight decrease in membership fees collected from members (due to decrease in sending numbers from members)
- Lower level of income due to changes in how member contributions are calculated (GA and TM travel)

#### Expenditure

- Lower level of expenditure due to accounting for the LTTC to happen in 2018
- Lower level of expenditure due to changes in how member contributions are calculated (GA and TM travel)
- All other administrative spending and project spending roughly as predicted.

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### Overall result

The overall result for the year 2017 will show a positive result for the year of 10'694 euros.

### Membership Fee

The new system of membership fee was implemented for the first year. Due to some issues around calculations, linked to the gathering of the statistics and linking this to previous debts and credits, many membership invoices were requested late in 2018. In order to comply with regulations and the Alliance Constitution request will be made to allow those who paid after the June 1st Deadline to have voting rights at the GA. A proposal to change the date of membership payment to reflect the new system has been made to this GA by members of the ADC. Additionally the examiners report shows a number of membership fees outstanding, as they had not yet been accounted for in the software by the time the accounts were finalized. These matters shall be addressed in the coming year.

### Amendment to the report regarding LTTC 2017

During the process of the internal audit and with the strong support of YAP Italy, we discovered a formal error in the accounting of the budget of 2017. In the original proposed budget of 2017 there should have been a total income of 50'000 Euros and total expenditure of 78'314 Euros for the LTTC Project Workcamp Studies 2.0

This income and expenditure would have actually taken place over the two years 2017 and 2018, but for accounting purposes and to offer a true reflection of the financial life of the network it should have been accounted in 2017.

However, due to small errors in the utilization of the accounting software, despite the fact that all transactions were recorded, only the total balance of the

income and expenditure was recorded in the 2017 accounts (6'316 Euros)

In order to rectify this, all the budget amounts for the LTTC will be accounted for in 2018, minus the 6'316 Euros already accounted. A passive occurrence will be noted in the External Examiners accounts to reflect this, as it is not possible to amend the accounts for 2017 that have already been closed and sent and accepted by the funders EYF.

Whilst such occurrences are best avoided, they occasionally occur.

*Martin Avila, Alliance Treasurer*

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## **General Secretary Report**

*(Philipp Melikyan, HUJ)*

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. It can be said that the GS is administrative headquarters in Alliance EC focusing on processes and coordination of events.

Nowadays many GS's tasks are daily managed by the Alliance Secretariat:

- preparing applications and reports for administrative grants;
- maintaining updated version of the Constitution
- writing and spreading the minutes of the EC meetings
- keeping the archives up to date
- ensuring proper registration of official Alliance's documents
- keeping an up to date list with addresses of Alliance members, partners, and guests
- distributing information to the members
- updating Alliance website

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You can find more specific info about these tasks in the Secretariat Report, and I would like to use this opportunity to express my gratitude to Serena, Alliance Secretary, for her devotion to the network and her efficient and professional support to its wellbeing.

In this report, I will only add some short highlights and comments about the developments of last year and the work in progress.

### Thoughts on Alliance Staff

This year started with the wrap-up of Alliance Secretariat transition from CiA to Lunaria. The transition was done very smoothly, thanks to Giovanna's efforts and Serena's learning speed. This transition, as well as the concepts of Alliance staff in general brought us to idea that this should be better represented in Alliance documents. At the moment, there are three staff positions within the network:

- Alliance Secretary (somewhat defined in Standing Orders and Constitution);
- Alliance Financial Assistant (position exists only in practice with no clear definitions in Alliance documents);
- Alliance Course Director (mainly defined by Alliance Training and Education Policy paper and Terms of reference adopted by the GAs deciding to keep the position as staff).

This situation, as well as the selection model developed last year by the EC and other aspects that are vital for staff management and transparency triggered discussions on developing a (separate) document that will contain terms of reference for each position, employment rules, selection procedures. We believe that this way it will be easier to follow the good practices that have been developed so far and to officialise many discussions that ought to be kept for the future.

### Partners and Guests

Aiming to ensure transparency of the Network and our decisions, this year one of highlights of the year is that the partners have been more informed about the developments in the life of Alliance and especially about the Evaluation of Partners. Due to their presence since the beginning of the TM, it was possible to organise a workshop jointly with ADC to present the GA 2017 decisions directly affecting partners and guests and give them an opportunity to provide their feedback and raise concerns. This approach was appreciated by partners, some of which have approached us afterwards about membership possibilities.

Thanks to big support from ADC and SDWG the process of evaluation has been further developed. Moreover, as last year it has been an important step not only to inform the partners better about the process, but also to involve them in it to provide the GA with more complete data for decision-making.

There is still work to be done in this regard; such as the need to identify the most reliable ways to evaluate the Alliance organisations, and to develop further the process of post-evaluation period and support we, as EC, and GS in particular, can suggest to the evaluated organisations in order to keep the process as a means for improvement and maintaining the quality of Network's projects. Based on this discussion that started already last year, there are several proposals to the GA to better the process and facilitate the work of concerned parties.

### Some reflections about TM

Thanks to the wonderful work of ADC last year, this year's Technical Meeting used a new structure adopted by the GA2017. According to collected formal and informal evaluation this structure caters for the network's needs and allows a better involvement of partners and guests in the Alliance life.

Most of the time before the TM was, as usual, dedicated to the communication with Partners

and Guests. On this side, we can recognize as a constant trend that there are usually guest candidatures sent to the GS after the GA and the EC taking a decision according to Standing Orders. For comparison, in 2017 EC invited 6 organisations after the GA, in 2018 2 new guests received invitation by the EC.

It is one of the tasks in progress for the GS to work on internal guidelines for further development of reasoning and procedure of invitation of Guest organisations to the TM after GA's vote on invitation list, as well as to ensure transparency of their application and EC decisions on this matter.

This year Partners and Guests were also more involved in the network's life by inviting them to Alliance Day, which had very fruitful outcomes and is also included in the foreseen changes in the Alliance events, mentioned earlier.

Some reflections about the next GA

This year, as usual, was very active for the working groups, committees, EC and MC. Several proposals and developments have been introduced for the network, and this, in my opinion, represents a strong trend in the Network, which shows a very active participatory approach.

This year with the support of ADC, the EC will make changes to the GA facilitation, which aims to make a better use of time and resources, as well as facilitate the inclusion of members in discussions and address the evaluation of previous events.

*Philipp Melikyan, Alliance General Secretary*

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## **Report on External Relations**

*(Jana Gander, VJF)*

The year 2018 has been a successful year regarding external representation of Alliance. I have come to this conclusion

because of three main points:

1. Implemented (trial) structural changes have proven to be useful,
2. Almost all representatives have been "trained" and handed in reports,
3. We have started to develop and follow an overall strategic approach with respect to external relations.

The Vice President for External Relations main task is to ensure the continuity and strength of the network's relations with its main stakeholders. These stakeholders are representatives in:

1. European and global institutions such as the YFJ, EYF, CEV, EC or UNV;
2. IVS (sister) but also other networks that promote the same values as the Alliance.

Additionally, the VPER follows and supports the ERC. In the recent past, the position has been also connected with (global) campaigns' coordination. This point will be further discussed under structural changes.

Representation in Numbers (and more)

Attention this year was once again on accompanying and following the European Solidarity Corps (ESC) discussion and approval and the strengthening of the relations with the YFJ. This has largely been followed up by the ERC Advocacy Coordinator, Tilemachos Boni, an internal appointment in the committee. However, especially with respect to the many ad hoc meetings in Brussels we still heavily rely on our Belgian members. I would like to highlight both CBB's and Javva's essential support in taking part in important meetings with representatives of the Parliament or Commission.

In 2017/18 Alliance participated in 26 external events out of which

18 were with institutional stakeholders,

12 of these were connected to YFJ,



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- 2 were with EYF (one yet to happen),
- 1 with CEV (scheduled in October),
- 3 with UN / UNESCO,
- 1 with the University of Bologna and EACEA,
- 8 were connected with and organized by networks,
- 7 with CCIVS (GMI VS, CCIVS Day, IVS4Peace Project, Campaigns),
- 1 with the Salto Network Alliance participated in and organized 5 internal meeting out of which,
- 3 were capacity building sessions and seminars,
- 2 were projects among members.

The Alliance also filled in several surveys and joined online webinars for YFJ, EYF, OHCHR, EACEA. Representatives of 12 out of 50 member organisations plus Alliance staff took part in these events. This indicates that some MOs are more active than others. There is room for development to sharing this responsibility.

### (Structural) Changes

We used the January Meeting of Youth Workers as a chance to run a workshop on Advocacy and Campaigning. It was inspired by an advocacy training organized by YFJ, which I attended on behalf of the Alliance in November 2017.

Furthermore, the ERC suggested sharing coordination tasks within the Committee between a visibility and an advocacy coordinator. The results speak for themselves. The advocacy coordinator's main focus should be on developments in YFJ and the Parliament and Commission with the outlook of inviting more young people from the Alliance to follow up in the structure. I strongly recommend keeping this position and further developing an advocacy group in order to sustain our

efforts. It has been extremely helpful to have this kind of support as it gives some room to follow up and understand the outcomes of the events for Alliance and understand what kind of events we should be focusing on in the future. This relates, of course, to the strategic approach mentioned below.

Additionally, we have allocated the task of campaigns coordination and development towards the Additional Member, Jannika Mumme in close cooperation with VPER. The learnings of this path are reflected in Jannika's report.

Yet to be implemented could be the below mentioned measures to support Working Groups and Committees through VPER and VP but also – as has already started – make more use of the AS (without overloading the position).

### Reports and main learnings

In 2018, several Alliance representatives have been representing Alliance in events, such as seminars, meetings with institutions or as part of projects in which we are joining. We have come to a routine of sending participants representatives with some kind of preparation, such as briefings via skype, email but also providing documents like the Alliance Representation Guide. Additionally, as mentioned above, we ran a session on Advocacy during the January meeting of Youth Workers. This kind of sessions should be run on a regular basis.

Unfortunately, we still lack resources to advocate properly and be present at relevant meetings and events in Europe where our main stakeholders (from funders to supporters to potential project partners) are present. However, the advocacy coordinator is a good way to direct information flow especially with respect to our main channel into the European Commission and Parliament, namely the (lobbying) platform YFJ.

What has been very positive is an overall critical and realistic reflection of the events we have been participating in by the participants. This is connected mostly to long journeys and comparatively small or no outcomes for Alliance and its member organisations. Understanding the

relevance of events for our network is very important to develop a strategic approach.

#### Strategic approach

The general approach is to focus our advocacy on European institutions and create synergies with our sister networks with the respect to global institutions such as UNV or UNESCO. The aim is therefore to build on our cooperation with CCIVS to establish relations and be visible in the aforementioned institutions.

However, the idea of cooperation especially in the thematic areas is also being taken up by our campaigns. The main idea is to align the campaigns' strategy with the advocacy and visibility. The two GMIVS meetings this year have been largely connected with campaigns, therefore our Additional Member represented the Alliance in both meetings (besides VPER and AS as respective second participant).

Another aspect is and will be a common effort of the VPER and VP to support the working groups and committees in becoming representatives. This aspect will be further highlighted in the coming year(s). In any case, the idea of sharing the responsibility for advocacy and visibility is another column of the strategic approach. This still needs some further elaboration as continuous empowerment must be part of this column. We have revised the Alliance Representation Guide this year once again; a task that is regularly due.

With respect to YFJ, EYF, CEV and our strategic approach towards European Institutions in general: our main goal is to be visible and perceived as reliable partner with expertise in volunteering, non-formal education, intercultural learning and understanding as well as project management. Therefore, the overall goal is to provide specific support, e.g. information, lobbying and educational opportunities, to member organisations regarding developments on the European Level

(Funding and Programmes: MFF, ESC, Erasmus, Workplan, etc.). It becomes obvious that this must be a concerted effort; the strategy is work in progress and is being refined as we go. We learn more with all information we receive in meetings, from participants and through our connections in YFJ or our friends and colleagues in other (IVS) networks and from Alliance member organisations.

In general, there is a need to discuss about what can be done in voluntary positions with respect to what the network aims at. The Congress resolutions of 2014 give very clear directions and we have started to work on setting the ground for a shift towards more structure and focus in our representation. However, this is still a work in progress. The role of the VPER can realistically be the role of a supervisor that understands the bigger picture and supports in the preparation of the representatives, the so-called "Pool of Ambassadors". After some reflection time, it becomes clear that these ambassadors must be the volunteers in the Management Committee as well as Working Groups and Committees' members.

For more information, I invite you to read through the reports that we create on all major external representation events. The reports are available in the members area of the Alliance website.

*Jana Gander,  
Vice-President for External Relations*

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#### **Additional Member Report** (Jannika Mumme, IBG Germany)

Designated aim of the Additional Member position in 2017 was to support the VPER position in the Alliance campaigns work, focusing in particular on target groups, collaboration with sister networks and communication. This embraces both campaigns run by the Alliance itself as well as others run by or conjointly with our sister networks, notably CCIVS, SCI and NVDA. Namely:

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- 1Table4All - Alliance Common Action on inclusion, diversity and sustainability,
  - Not in my Camp! - Alliance Campaign on Gender Equality,
  - IVS for Climate Justice - Joint Campaign by Alliance, CCIVS, NVDA and SCI,
  - Raising Peace Campaign & Freedom of Movement - Campaigns coordinated by CCIVS to promote peace and human rights
- To me, this task meant in particular taking a step back and looking behind the IVS movement and the activities we run as a network: Why do we for instance run campaigns? What do we stand for? These strategic questions hint at two sides of the same coin, namely the values and principles that we as Alliance build on and seek to convey (inclusiveness, sustainability, equality, peace etc. through intercultural exchange and work). They are a strong and unique asset of the IVS movement. Milestones and achievements throughout the year Campaigns are a tool for communicating our values and attracting volunteers and funding. In creating campaigns, however, underlying ambitions may easily get lost. Or else, messages might not reach the target audience. Hence, an initial step at the beginning of my year in the EC was to create a schematic overview of the campaigns, in particular displaying the "why, what and how to" of the campaigns the Alliance runs or is part of. Besides that, I sought to support the Alliance working groups in preparing for the season 2018 by sharing some scientifically proven golden rules of communication, and by moderating joint online work on the Alliance campaigns, providing space to plan content and promotion. This eventually led to a joint and concerted presentation of the campaigns at the Alliance TM in Brno in March, including a promotional play and photo booth on 1Table4All, and a walking gallery on all campaigns. The Global Meeting on IVS (GMIVS), which took place right after the TM in Brno, offered an opportunity to exchange face-to-face with

representatives of our sister networks, and to shed light on the campaigns we run together. Together with our VPER, Jana Gander, I ran a workshop on the joint campaigns IVS for Climate Justice and Freedom of Movement (as part of the Raising Peace Campaign), aiming to get to the root of our different understandings of these campaigns and start planning for the future.

In April, our Secretary Serena Verlatto and I joined the Coordination Network Meeting on Raising Peace, which took place in Paris. During this meeting, a strong focus was on the preparation of the Raising Peace Campaign 2018. A lot of valuable input was shared, which could then be picked up by the Raising Peace Steering Team and Communications Committee, which formed soon afterwards. Thanks at this point to Luna (ERC) and Victoria (A4AWG) for stepping into these roles!

This meeting, just like the GMIVS, was also a fruitful opportunity to exchange with our sister networks, notably with the intention to identify overlaps in our work and potential for collaboration. One outcome of this exchange is a shared online document in which we collected information on working group structures in our different networks. It was made available to our respective working groups in order for them to make contact, if wished. Besides, first ideas were shared with regard to the upcoming 100th anniversary of workcamps in 2020.

Approaching the end of the season and my mandate as Additional Member, the Joint Meeting in Brussels offered another opportunity to exchange with the Alliance working groups and reflect on the past campaigns season. Initiated by our President Mattia Lolli, we ran a workshop on how to design campaigns and how to effectively communicate a purpose. Ensuing from this, we had a discussion on how to proceed with our campaigns as well as the intentions behind them: Communicating our values and thereby reaching and attracting volunteers.

### Challenges

The most challenging aspect faced throughout the year was certainly a lack of time, which not

only affected me but as well all the other volunteers engaged in the campaigns, both within the Alliance and in our sister networks. As much as many of us would like to dedicate much more time and effort to the IVS movement, life sometimes writes different stories. Knowledge transfer and dissemination was another challenge – it is not easy to get and remain on the same page in teams that are as globally scattered as the ones involved in the campaigns.

#### Conclusion

Taking stock after this year in the EC, intensively working on our campaigns, the direction we are heading for as a network, and the connections to our sister networks, I find that quite some steps forward could be made. While there still remains room for improvement, of course, I hope that the critical and target-oriented input I sought to provide were of use and will be taken further in the future. Apart from this, I am very grateful to have had this opportunity to work and learn in such an amazing EC team, serving a network such as the Alliance. Thank you for this!

*Jannika Mumme, Additional member  
2018<sup>2</sup>*

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<sup>2</sup> Alliance GA of November 2018 elected Jannika Mumme as Alliance Vice-President.

## 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, Tasks Forces and members when ongoing developments are planned and implemented.

Dear members,

After the last General Assembly, the Alliance Development Committee (ADC) was formed with the following members:

- Quang Le Son (Coordinator, JAVVA) - Giuliana Bracciali (Concordia -UK) - Anthony Crochu (Concordia France) - Thomas Hauptvogel (VJF)
- Tiina Hokkanen (Allianssi Youth Exchanges) - Aleksandr Kurushev (ESTYES) - Marcello Mariuzzo (Lunaria) - Michaela Martincova (Xchange Scotland)

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- Ekaterina Romanova (SFERA Movement) - Stefano Varlese (YAP) - Andrey Zhiltsov (SFERA Movement).

Unfortunately, Son had to leave the coordinator position in January, due to personal reasons, and the group had to find a way to deal with the situation for the following months. The ADC decided to have 2 coordinators (Giuliana Bracciali and Anthony Crochu), with different profiles (new/old ADC member and gender balanced), sharing like this the position and the different tasks.

This experience of a "coordination duo" was very interesting and quite efficient. It allowed us to share ideas, point of view and tasks, and to exchange new skills and knowledge. Thanks a lot Giuliana! I also pay tribute to ADC active members, for their valuable contribution, unwavering motivation and long term commitment.

At the same time, I would like to thank the EC for their great will to get closer to members and representatives in the working groups and committees. In this way, we had the chance this year to organise two meetings alongside the Joint Meeting: one during the Technical Meeting in March and another one in Roma the 11th and 12th of May. These physical meetings help a lot to efficiently cooperate and bring face-to-face ideas and opinions.

### Achievements and challenges

#### Newcomers' session

ADC representative were present during the newcomers' session at the last Technical Meeting. This task probably needs to be reinforced in the future, to support more effectively the Staff Development Working Group in this essential activity.

#### Guests and Partners financial contribution

Following the General Assembly decisions regarding the new partnership fee system

linked with the TM revision and the review of the guest status, ADC and EC representative drafted and organised a workshop during the last Technical Meeting. A lot of partners and guests were present at this session and allowed us to explain the new system, share point of view and feedback.

#### EU General Data Protection Regulation (GDPR)

After years of preparation and debate, the GDPR was finally approved by the EU Parliament on 14 April 2016. It was enforced on 25 May 2018 – and organisations that are not compliant could now face heavy fines. As this new regulation directly impact Alliance Members and Partners practices and process, ADC representatives with EC set up a workshop during the last Technical Meeting and shared informative documents on this issue.

#### Review methods of work and constitutional events

In 2017, ADC was asked to revise the Technical Meeting and came to the General Assembly with a new event structure proposal. For example, this new adopted recommendations allowed the Alliance to invite Members, Partners and Guests during the all period of the 2018 Technical Meeting. After this event, ADC participated to design the evaluation tool with INEX (host) and the EC. From this evaluation, we have found a global satisfaction from the members and some slight improvements that were discussed in May with the EC.

In parallel, ADC focused this year on the General Assembly revision. We started to gather evaluations from last General Assemblies and share ideas and opinion with working groups and EC. We therefore ended with a proposal of several recommendations for a more inclusive and efficient General Assembly.

#### Involvement programme

The programme allowed the Alliance and its members to connect with new organisations in 2017, but it seems that the guidance and opportunities offered by the network to these new organisations needs to be improved. A work

in this direction will be done with the EC and the course director (to for example compile a calendar of events and provide contact list of tutors). We also need to find new potential applicants and we are looking to work closer with the ERC on this issue. A call will be launched again prior to the General Assembly.

#### Solidarity scheme

ADC has contacted three former beneficiaries: Young Researcher Serbia, Genctur and Union Forum. The aim was to assess the outcomes of the scheme, however due to the lack of assessment criteria it was not possible to determine any tangible evidences to conclude how successful the campaign has been so far.

From the conversation with those beneficiaries, it was not possible to established which organisations were actively supporting the Solidarity Scheme and what strategies were put in place to attract volunteers to sign up for workcamps in those countries.

We suggest bringing back the conversation to all MOs on how we want the campaign to move forward or if it is more the case of setting up a fund in an event of crises. We believe that without establishing assessment criteria, it is impossible to capture and monitor the impact of the Solidarity Scheme.

#### Alliance WGs procedure

ADC discussed with the EC on this issue during their meeting in May 2018. ADC appreciated Elix proposal and suggested small changes and recommendations.

#### Evaluation of partners

The evaluation of partners process have been evaluated, especially thanks to discussion with former evaluated organisations. The online form have been improved, including one more question to "confirm or not the partnership", and the

selection process have been written into a proposal that will be submit at the General Assembly. The process of Partnership Status will be more detailed and specified in order to be applied coherently.

The new call for evaluation was sent right after the Joint Meeting of September.

Finally, ADC members participated to the discussions, reflection or researches about the next General Conference thematic and objectives, the Strategy on impact assessment and IVS recognition, the possibility of Partnership / Membership to the CCIVS and to the Plato steering group.

#### Conclusion

The last years were very fruitful for the ADC in term of work accomplished, with some big changes and new proposal linked to Alliance events, financial sustainability of the network, inclusiveness to new members or the solidarity among us.

Even if these tasks were very important for the network and from the last Congress, the ADC expects to focus more on "external" aspects. As described in the ADC mission statement, ADC has to also work on the development of the IVS, bringing new ideas and approaches, and tackling the needs of the Alliance members.

We are looking for it, and we will do it together!

*Anthony Crochu, Concordia France, ADC Coordinator*

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### **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.

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2018 has been a very active year for A4AWG.

The group was ready to start the work very early in the year, set clear objectives and manage to complete all set goals and actions described in the PoA 2018-2019.

### Members of the A4AWG in 2018

The A4AWG was formed in 2018 by Alban Surmely (SJ), Alicia Holzschuh (IBG), Alfred Ryf (Workcamp Switzerland), Anne-Sophie Collard (CBB), Ariadna Isern Creus (Cocat), Birgit Fetty (Grenzenlos), Camille Fraleux (Lunaria), Claire de Roos (JAVVA), Francesca Moschitta (ELIX), Jana Konasova (INEX SDA), Karoliina Airas (Allianssi), Konstantin Gorshkov (W4U), Lisa Zaytseva (YAP Italy), Michelle Canali (Legambiente), Monica Garcia Porto (Concordia France), Natalie Rossow (IJGD), Pierre-Hoel Lemaire (Concordia France) Shelley Talbott (Xchange Scotland), Urska Opeka (INEX SDA), and Victoria Okhapkina (W4U); and coordinated by Andres Santiago (ELIX).

### Meetings and organisation of tasks

The group's main objectives for this year were: Updating, organising and sharing the toolkit; creation of A4A guidelines, improving visibility of the group as well as the promotion within the network.

This year, the A4AWG has had the chance to meet physically 2 times before the GA 2018:

- Alliance Technical Meeting (March, Czech Republic) As many of the working group members were present at Alliance Technical Meeting, the group had the opportunity to meet and discuss the tasks set for the following months. Moreover, a workshop open for all organisations was held to present and promote our toolkit.

- Alliance Joint Meeting (September, Belgium). Closing of the season, evaluation

of our practices and drafting the PoA for the next two years. Besides the physical meetings, several video meetings were held within the subgroups taking care of the different actions.

Evaluation of the previous season and the organisations' needs. Every year, the A4AWG launches a season evaluation, sent to all organisations to keep track of the practices done regarding inclusion, as well as to self evaluate the group.

In the first weeks of the year, special attention was put on the examination of this evaluation and the identification of our partners' needs. Right after the Joint Meeting in September, a new evaluation was sent to be analysed before the end of the year.

Analysis of 2017 evaluation:  
<https://goo.gl/gCYw1w>

An infographic containing some of the most relevant data was created:  
<https://goo.gl/h1aeM6>

### Separation of tasks

With the analysis of last season's inclusive practices and after the group's discussion, a Google form was created in order to facilitate the subdivision of tasks and to create smaller groups responsible each one of them for one or two actions. This method has proven to be successful. in the case of the A4AWG since the group is very numerous and for the newer members it was easier to focus on one specific topic. Nevertheless, some groups were more active than others.

Form to divide tasks:  
<https://goo.gl/forms/ZpywzADGPZt8Yxd93>

Besides this form, the group created a specific document, based on the PoA, with a yearly and general overview of each task, contact person, etc.: <https://goo.gl/v4pZ4j>

Update and promotion of the A4A forms and toolkit

One of the needs identified was to check once again all the materials created by the group, evaluate them, identify them and organise them.

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In the first months of the year, the group had a focus on this topic, with the following subtasks:

- Thorough update of the Volunteer's Background and Feedback form with more comprehensible and synthetic questions, so to ease the process of the youth workers.
- Update of all A4AWG forms: Volunteer's Background and Feedback, Leader's Feedback, Travel Journal and Volunteer's Evaluation form. The forms were checked, updated when needed and the formatting of all of them was unified.
- Update of all materials to new GDPR regulation.
- Organising the A4AWG Google Drive, arranging new folders in a user-friendly way. A document called "How to use this Drive?" was created to facilitate this process.
- Listing of all materials and resources available in the group.
- The updated toolkit was presented at the Technical Meeting in Brno, updated to Alliance's website, Alliance Guidebook and sent by email from the A4AWG to all member, partner and guest organisations. The complete toolkit is available here: <https://goo.gl/3C1cLb>

Creation of A4A guidelines Parallel to the process mentioned above, guidelines for inclusion were created in the first months of the year. Aiming to engage more organisations and youth workers in inclusive practices, the guidelines are detailed and exemplified and cover all stages of a potential mobility (before, during and after) and lists which topics need to be addressed in each stage, specially during the preparation of the volunteers. In the future, these guidelines may be revised and extended, if needed.

The guidelines are available here: <https://goo.gl/PKh25n>

## Communication and visibility

Analysing the feedback shared with the group by other organisations, the group realised that many organisations didn't have a clear view on what materials the A4AWG has created or where to find them. This is the reason why the communication and visibility strategies were planned and discussed at the beginning of the year:

- Three general mailings sent by the A4AWG coordinator to all organisations (before, during and after the season) to promote inclusive practices, promote the toolkit and evaluate the season.
- Monthly updates in Alliance's newsletter about the working group.
- Regular updates (up to 4 monthly) on Alliance social media.
- Update of the Drive and Website in order to achieve a user-friendly layout.

Besides, the group has continued updating the blog #workcamp4all in order to promote and engage more young people and a more diverse range of people in our workcamps.

The blog is available here: <https://workcamp4all.wordpress.com/>

## IVS4Peace

Alliance, as well as four members organisations, are partners in the project "IVS4Peace - Inclusive Voluntary Service for Peace", a KA3 project coordinated by CCIVS which aims to promote the inclusion of different groups of people in workcamps. All the materials of the A4AWG were shared with the partner organisations and members of the group were present at all different meetings of the project.

## Challenges of the season

Some challenges faced during 2018 have been:

- the group is very numerous and it may result hard to coordinate over 20 people,



- some members were not active or stopped being active after a while,
- the communication and visibility strategies were left unattended partially during the summer months,
- promotion of #workcamp4all needs to be relaunched

#### Future visions of the A4AWG

In general lines, the A4AWG wants to keep working on the above mentioned topics: updating our tools when needed, promoting accessibility and inclusion, and tackling all eventual challenges. After several discussions among the group members, it has been pointed out the need of a common project, organised by the organisations taking part in the A4AWG, so to create a "flagship project" to promote exchanges of volunteers with fewer opportunities in the ESC framework. This is reflected in the PoA for 2019- 2020. Besides, a training course aimed at the youth workers to provide tools and a method has been suggested.

#### Conclusions

2018 has been a very fruitful year for the A4AWG. All our objectives set during this meeting and in the PoA were met and many members were active during the year.

As a coordinator, it has been challenging but very inspiring, to support the group in this process. Hopefully, the participation will increase in the following years and our challenges solved.

Thanks a lot to each of the members of the A4AWG!

#workcamp4all

*Andres Santiago, Elix, A4AWG Coordinator*

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## 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.

### Members is 2018

Aitziber Miguel, De Amicitia, Coordinator  
Mario Mormile, Yap Italy  
Florence Mazzocchetti, Concordia France,  
Emmanuel Maillard, Concordia France  
Sara Vaca, Grenzenlos  
Domenico Vito, Legambiente  
Elodie Caille-Bonnot, Sj  
Sylvi Otranen, Allianssi Youth Exchange  
Marta Santos, De Amicitia  
Grigorii Diatchin, World4Your  
Jeonghyun Kim, IWO  
Lisa Thierry, Elix  
Christina Klisari, FIYE  
Alba Montes, De Amicitia  
Marketa Svobodova, INEX-SDA  
Francesca Montuoro, Legambiente  
Peter Husák, Inex  
David Schlecht, IJGD

### Progresses

#### Carbon offset

ESWG is thinking to make seminars on carbon

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offset in next Alliance events. Our idea is to make MOs more aware of carbon emissions and suggest solutions on how to tackle this issue. For a long-term plan, we are thinking of collecting voluntary donations from our volunteers and invest them in Alliance afforestation workcamps (or the SCC projects). The first steps about the planning of a carbon offset system on the long term are being taken. AzeroCO2 is an Italian company working on carbon offset and we might explore together possible ways of collaboration.

### 1Table4All

For the moment we have received 55 pictures from 11 organizations, but are waiting for more. The ESWG bought a present for the winner of the photo contest and it will be given during the GA.

### SDG Festival of Action in Bonn

2 ESWG members participated in this festival in Bonn, an event for networking and getting to know what other organizations are doing about the SDGs.

Publications in social media Together with ERC, there is now an easier way to publish content in the Alliance Facebook page. In 2018 ESWG has been more active than before in publishing media content. It could be improved, but we are on the right track.

### Stop Climate Change projects

Alliance joined the SCC 2018 initiative through an afforestation workcamp in Spain. If the first experience is good, it'd be great if more European organisations also join with more afforestation projects. We will help our Asian partners promoting the SCC workcamps within the Alliance. We made a new infosheet for this purpose.

### CleanUp action

This year we set up a clean-up action in workcamps of two member organisations: INEX-SDA and Legambiente. The volunteers

in the workcamps cleaned up the forest from waste and sent pictures of this action.

### Problems

The main issue that I think we faced is the difficulty to maintain a high working level throughout the whole season. After Alliance events the energy is higher, and members feel positive and willing to work, but then it decreases with the time. The fact that this is a volunteer activity leaves it into a second plane because people have to do it on top of studies or work (which is understandable).

Finding a better way to involve people in a more constant way would be very helpful.

*Aitziber Miguel, De Amicitia, ESWG Coordinator*

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## 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 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.

### Members of the Committee in 2018

Javier Larios (SJ), ERC Coordinator  
Tilemachos Bonis (Elix)  
Paulina Meskuus (Allianssi Youth Exchange),  
Victor Petersson (Concordia UK)  
Marija Pantelic (IJGD)  
Luna Nerea Carmona (Xchange Scotland),  
Yewon Yu (IWO)  
Raoul Bobe Ornad (De Amicitia)  
Simon Geraeert (CBB)

### The ERC year

The External Relations Committee has continued working towards two main objectives. Firstly, representing the network in different levels and straightening the partnership, advocating for what Alliance believes. Secondly, providing and developing a coherent communication that shows the principles, values & mission of the network., towards partners and sister networks in the International Voluntary Service movement.

During this mandate, ERC had two coordinators, one focused on media and one providing support on advocacy.

### Challenges and the future ERC

The year has proposed several challenges, where lack of communication from the coordinator marked a difficult beginning, but it was thanks to this, that ERC was able to propose and provide new tools to communicate on media within its members. The Social Media Grid was an excellent support.

The main challenge is now, the division and priorities of ERC, the goals of this WG is divided into two main columns: Media and Advocacy. When ERC was conceived as a group for advocacy, attempting to influence stakeholders to join Alliance values and actions. In that time the power of social media and other digital tools were in the development process.

Since 2015, ERC took the role as the group of communications and media, leaving behind its original goal - advocacy.

Having two coordinators helped with ERC tasks, but it also proved that ERC should not be focused on media; in addition, ERC should not be doing the position of a communications officer. If Alliance wants to reinforce its external communication and resume the leadership that a couple of years hold in different media channels, a new WG should be created or a person should be on

charge of that, even on volunteer or trainee basics.

The largest success of ERC was the media training, which will also for next year serve as the main focus for the communication side of the ERC.

### LESSON LEARNT, CONCLUSION & FUTURE FOR ERC

Having the responsibility as ERC coordinator over the past year have provided a deeper understanding in how the Alliance is working, and the true meaning of ERC.

Having two coordinators was not come without its own challenges; the solution to improve ERC, is not subgroups but to pay attention to both "Advocacy" & "Communication" strands.

*Javier LARIOS, Solidarités Jeunesses,  
ERC coordinator*

## **ERC Advocacy Report**

Since the General Assembly 2017 in Athens many events in European and global level have taken place concerning youth work and volunteering. The aim of Alliance was to be present, visible and bring forward the voice of its member organisations, advocating for better policies for volunteering, youth work and non-formal education. The report is a small overview of the year, which has been full of interesting discussions and events that kept Alliance being visible and active in international level.

### Achievements:

- First time Alliance held an advocacy session together with the European Youth Forum - YFJ (during the Joint Meeting in Brussels),
- Participation in the Informal Meetings of the Volunteering Network of YFJ (thanks to the supporting of Gregory from CBB),

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- Recognised as relevant stakeholder, expert in volunteering from the Board and the Secretariat of the YFJ,
- Conducted 4 online consultations on #DiscoverEU, Policy Paper on Sustainable Development, Policy Paper on the MFF, Policy Paper on the Erasmus+ successor programme,
- Appr. 20 approved amendments in policy documents of the European Youth Forum,
- Representation of the Alliance in the Council of Members of the YFJ in Cascais, in November 2018 (myself and Mattia Lolli, President) and in Brussels in April 2019 (myself and Javier Larios, ERC Coordinator),
- Group of Exchange Group organisations: participation in online meetings, defining common positions, offline meetings during the Council of Members. Alliance has increased visibility among the group members,
- Alliance is represented in the Expert Group on Funding of YFJ, with a physical meeting organised in Brussels at the end of June. During the meeting the main focus has been the MFF (Multiannual Financial Framework of the EU) and the upcoming Erasmus programme with special attention given to the new #DiscoverEU programme. Many developments, but more to come European Solidarity Corps has been in the focus of the Alliance and its members. This new programme gave the chance to Alliance to stand strong and show its expertise in the topic, gaining important recognition. The discussion is now starting! The post-2020 discussion has just started, and ESC as well as Erasmus+ are at the center of our attention. Alliance has to be

present in the upcoming developments, making sure that those programmes will be better ones for our member organisations but primarily for young people. Involving the membership Advocacy cannot happen without the support and the engagement of the membership of Alliance, it's active volunteers, staff and the management structure. This year our approach aimed to develop higher understanding among the membership about the meaning of advocacy, its importance for the network as well as different ways of engaging in advocacy processes.

*Tilemachos Boni, Elix, ERC advocacy Coordinator*

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### **Gender Equality Working Group (GEWG)**

#### **Mission**

Gender Equality Working Group has the purpose of promoting gender equality as one of the core values of the Alliance and to assure the development of the network and its member organisations with regard to the topic. The WG provides educational opportunities for Alliance members as well as awareness raising strategies. It functions as a body that assesses the needs for development of the network regarding the topic of gender equality as well as providing information and tools that can be implemented to address these needs.

#### Group members

- Adeola Aderemi, CIA, Coordinator
- Ettore Ismael Borghetto, Lunaria, member
- Eva Chancé, Concordia France, member
- Anne Cugni, Workcamp Switzerland, member
- Elora Guimbaud, Concordia France, member
- Janina Hansmeier, IBG, member
- Hugo Hequard, De Amicitia, member
- Natalija Radivojevic, YRS, member
- Lucia Fargallo, De Amicitia, member
- Sara Giacopello, Yap Italy, member

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- Baris Bilim, Gençtur, member
- Lara Ohland, IJGD, member
- Claire Billon-Grand, Concordia France, member
- Milica Slavković, YRS, member
- Antoine Lesoine, Javva, member
- Iryna Tomenko, SJ, member
- Angelina Garipova, World4You, member
- Jacqueline Langhorst, IJGD, member
- Vera Bécser, Egyesek, member
- Kateryna Nakonechna, Alternative-V, member

Meetings of GEWG Members of GEWG met 12 times during the year. Dynamic of scheduling the meetings was depending on different deadlines and other events which were happening through the year. There has been 9 online Skype meetings which were planned for division of further tasks, follow up on present activities and for updating on certain information or status of the tasks. Beside online meetings, some members of the group had a chance to meet in person and work together on GEWG tasks. Some of these meetings are the Alliance Technical Meeting and the September Joint Meeting.

### PoA2018

Objective 1 #9: Adapt official Alliance procedures to be more inclusive so they reflect the importance of gender equality.

#### Planned:

- Proposals are presented to GA2018 so that the official Alliance documents and forms will include "administrative sex: male/female" and "gender: male/female/other";
- Recommendations following the same principle are delivered to the MOs.

#### Result:

- GA 2017 adopted changes to ADIH and Guidebook on gender. The administrative sex is deleted and only gender (male/female/other) remains in ADIH. Admin sex is deleted from the Guidebook based on the ADIH change. Alliance Free Placement List still has binary "male/female".

#### Comments:

- The communication with Alliance placement tool team (PLATO) was very good;
- The understanding of the topic by MOs was not complete enough to have an open discussion.

Objective 2 #17: Organize, promote and evaluate the Common Action 2018 "1Table4All" within the common promotional strategy for Alliance campaigns.

#### Planned:

- At least 50% of Alliance organisations run the Common Action in at least 1 workcamp;
- MOs and WGs follow the guidelines and calendar (including press releases, the use of social media, and promotional events such as fairs) issued by the organizers;
- ERC to continue sharing link to where promotional material can be uploaded by MO/WG's;
- MO's to provide relevant promotion material via shared link for ERC use for promotion;
- Unified evaluation tools/surveys for the campaigns are put in place and used by MO's;
- 100% of MOs joining the Common Action participate also to the evaluation process;
- A campaign contact person is assigned in each MOs involved in the Common Action;
- Calendar to be updated by Alliance Secretariat with information shared from MO. Result:

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- ERC has over the year been posting material via Alliance Facebook page to raise awareness of the common action;
- 16 organization joined, 54 pictures were gathered from 10 organizations;
- #Table4all hashtag was used 15 times by 6 MO and volunteers.
- A4AWG has been promoting the campaign together with ERC in order to ensure that the "1Table4all" has an inclusive approach. Comments:
  - The number of MOs joining and participating has raised up respect to the other years;
  - It's not clear how MOs has joined and not participated;
  - Too many task are connected to the common action. The common action has to be simpler/clearer in the execution;
  - Sharing pictures should be done in 2 steps: to the MO and from the MO to the Media, rather than directly to Media);
  - The expected impact of the campaign did not match the reality. The idea of a dinner with the local community and other stakeholders is something that is already going on in lots of workcamps, so its difficult to standardise each and every dinner. We don't see how can effect with just a picture in the social networks.

Objective 2 #22: Run, disseminate and evaluate "Not in my camp" campaign on Gender Equality in IVS.

Planned:

- Number of workcamps/MOs engaging in the campaign;
- Reports and comments on gender issues

at IVS projects are collected among Workcamp leaders and volunteers;

- GEWG to create promotional material to be shared with ERC;
- ERC to promote the outcome of the reports & share the outcome. Result:
- ERC has been posting material created by GEWG on Facebook;
- 3 central videos of the campaign were added on the Alliance YouTube Channel and website;
- GEWG created 9 social media posts for the campaign which reached up to 1400 people per post;
- Additional 7 posts were shared to promote GE and support the campaign, reaching up to about 4300 people. Comments: - ERC received various material from GEWG ensuring a high end promotion campaign could be done; - The evaluation of the campaign is still ongoing. Objective 3 #27: Collect and disseminate existing toolkits and methodologies for addressing gender issues in IVS. Planned:
- Toolkits and manuals are collected by GEWG, shared on Alliance website and disseminated to the members.

Results:

- GEWG communicated AS what to add and change in the website. AS update the page which is available at this link: <http://www.alliance-network.eu/our-campaigns/not-in-my-camp/> All GEWG updated and new tools were spread through Alliance newsletter.

Comments:

- The communication and access to AS was very good.
- Need to get feedback from MOs concerning material: visibility? use? need for improvement?

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doing short survey among MOs.

Objective 5 #50: Provide training opportunities for MOs on gender issues in IVS.

Planned:

- Tools, forms and training models on Gender Equality in IVS are distributed among members by GEWG.
- Data is collected on the use of the tool during the season 2019.
- At least half of the membership attends one workshop on gender equality during Alliance events (GEWG to monitor).

Results:

- GE material updated on Alliance website, new tools were spread through Alliance newsletter.

14 participants in online course on GE.

1 workshop on GE in IVS at TM 2018 attended by 10 participants.

Further workshops planned. A Training Course is planned for 2019.

Comments:

- The feedback on GE workshops, good communication with LTTC, improvement can be made on content appropriately designed for certain target groups.

Pending tasks and issues

Numerous tasks were initiated and will continue through the year 2019. Tasks that need to be worked on still are:

External online course for beginners in gender equality to be promoted;  
Working on Training course, application to be submitted in Feb 2019;  
We plan to dig more into specific topics while keeping "beginners topics" alive. The

more specific topics would be non-binary, intersectionality, eco-feminism and a global strategy on how to address GE in the Alliance;  
Creating a new video to raise awareness and promote learning about GE

Challenges during the year

This is the second year of the working group: expectations were still high. The group was very big, communication and active participation varied. Efficient communication with other WGs and Committees was not always easy.

Conclusion

The group was big which was difficult in the year to carry along people who were new to the topic but also shift the burden of work on those who are more in the loop. The communication within the group was effective as possible. However the external communication was strenuous with many resistance and miscommunication that caused a strong obstacle to the dissemination of most of the produced materials and therefore their implementation. The lack of strategic communication reflected the need to strategically advocate to the MOs in the coming year for a better implementation of the tools.

The GEWG still needs to establish itself internally to the Alliance in order for it's significant values to be reflected within the MOs and help the global agenda towards the SDG 2030 goal.

*Adeola Naomi Aderemi, Citizens in Action,  
GEWG coordinator*

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## Staff Development working group (SDWG)

### Mission

The SDWG takes care about the quality of the concrete work done by Alliance members. 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 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.

### The SDWG year

In 2018 the group was composed of 10 (two were also in another working group) members representing 10 organisations (3 members joined the group for first time). So compared to last year the group size shrunk by 1 member.

- Lukas Wurtinger IBG- SDWG coordinator
- Bojan Beronja YRS-VSS
- Fotis Anastasiadis Citizens in Action
- Gladys Hughes Concordia France
- Luiza Boykanych Union Forum
- Manuela Portesi Lauri YAP Italy
- Annarita Di Mario Lunaria
- Laura Drielsma JAVVA

And two members of other working groups, who were on a mailing list:

- Jana Konasova INEX-SDA
- Marija Pantelic IJGD

In general the group was active and showed interest to work on the proposed tasks from the PoA.

During the first months of 2018, the SDWG

finalized the standardized evaluation forms, updated the plan and materials for the new comer sessions for TM and GA, set up the form for the online yellow pages, presentation of the new online buddy system, decision on representative for the Plato steering team.

A physical meeting of SDWG took place during the TM. Newcomers' session was successfully implemented together with ADC. A large number of attendants joined due to the new TM format and participation was very active compared to last years' sessions. Working group members contributed to the session linked to preparation of the General conference in October.

In the post TM phase the group kept on to be active, discussing, giving support to member and guest organisations by answering questions and providing advice, contacts or materials. This happened on the Slack platform in the buddy system channel and via direct messages. In their internal channel the working group monitored the distribution of workcamp via the placement mailing list programs and discussed and decided to reach out to a number of organisations, e.g. if there were major errors in their programs / workcamp descriptions.

During the high season months the activity within the group reached the usual low point linked to the nature of this working group, as all members are more than busy with their duties as placement officers and project coordinators in their organisations.

Last SDWG meeting took place during the Joint Meeting in Brussels, where 5 members could be present. Again this physical meeting proved to be very fruitful for the output of the working group. All the tasks from the PoA and activities that took place were evaluated and the needs for improvements, adaptations identified. The meeting with the ADC and the representative of the Prep team for the GC were important for structuring the tasks that are still pending at the moment of this report and that are going to be done before GC / GA. The report of the current PoA was done and the new PoA created.

Challenges and the future SDWG



A final conclusion on the work of SDWG is difficult to formulate at this point, as a very central part of this years PoA and longtime "hot topic", the creation of evaluation and peer assessment tools, is going to happen during the GC. In general the group shares a positive outlook on this.

Overall the group is satisfied with the year that contained a lot of changes in our ongoing tasks (e.g. new buddy system, new comer sessions, etc). Of course this is still a work in progress and the various needs for improvement are reflected in the new PoA. As the crucial challenge for the future we identified the need of involving more organisations in the group, to get new ideas, point of views and approaches for the discussions. It can be foreseen that some current members are not able to continue their involvement in the group, which would lead to a further reduction, if not compensated by new members. The proposed change of the group's status to a committee might not have a big impact on general interest of MOs to join the group, but hopefully the outcomes of the GC do have exactly that effect.

*Lukas Wurtinger IBG Staff Development  
Working Group coordinator*

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## **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.

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 the group provides the overview on the training and activities and strategies of the different Alliance organisations.

### **Intro**

The TNWG this year consisted by 5 mandated individuals representing 5 member organizations: Lenka Polcerová (INEX-SDA; coordinator of the group), Tamás Mahner (Egyesek Youth Association), Sara Mandozzi (Lunaria), Denis Denisiuk (World4U), Madeleine Joss (Concordia France). Moreover, 3 more mandated individuals acted as silent members, having other working group in their primary focus: Christina Klisari (FIYE), Tilemachos Boni (ELIX) and Konstantin Gorshkov (World4U).

The Training Needs Working Group maps and addresses the needs in terms of Training and Education in the level of Alliance as network and also in the level of the member organisations.

The main tasks this year were as follows:

- Monitor implementation of the current Education and Training Policy Paper, eventually suggest changes for the GA,
- Selection of Alliance Pool of Trainers (A-PoT),
- Realizing training needs analysis in the network and among the member organisations,
- Realizing impact assessment of the LTTC,
- Organize and pilot new format of international campleaders trainings,
- Promote the A-PoT,
- Prepare SWOT analysis of further use of the e-learning platform and updating the Training Handbook.

The members of the working group did not have the chance to meet personally by the GA in November 2018. Along the year the discussion was done within the group through Skype meetings: one at the beginning of the year in

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order to split between the different tasks and start working on them independently; later on 1 Skype meeting per month followed regarding the concrete tasks of the group. The last TNWG Skype meeting that took place was held in September, during Alliance Joint meeting of WGs and Committees. This meeting focused on the evaluation of the work done by TNWG and the finalization, together with Alliance EC, of the proposals that the group aims to bring to the GA 2018.

### Challenges

The working group had limited number of members this year and as most of the members of the working group are at the same time working for the member organisations that they represent, the capacities dedicated to the TNWG tasks had to be limited. That's why as a result, the tasks had to be prioritized and those being the least urgent were either postponed to 2019 (e-learning platform, handbook) or delegated to the Alliance Secretary (A-PoT promotion).

### Achievements

In 2018, the working group has focused on and accomplished the following tasks:

- Monitor implementation of the current Education and Training Policy Paper, eventually suggest changes for the GA. The group members have lead discussion in the network (EC, ACD) and the MOs to find out which changes need to be made in the Education and Training Policy Paper.

The main needs identified were as follows:

- To clarify the roles and responsibilities in the Education and Training Policy, especially the TNWG's and ACD's roles should be clarified not to overlap the responsibilities;

- To find a more efficient solution of how to bring member organisations' good practice to utilize them in the network;

- To revise and clarify the structure of A-PoT and the entrance criteria for the A-PoT members;

Following these discussions, the TNWG has proposed a draft of changes of the Policy Paper, which was further discussed with the EC, MC and ACD and the new version of the Policy Paper was submitted for approval to GA 2018.

- Selection of Alliance Pool of Trainers (A-PoT)

The call for A-PoT was created by the TNWG coordinator and launched by the Alliance Course Director (ACD).

The selection of A-PoT was done by TNWG coordinator, ACD and Vice-President during the TM; then the results were announced by the ACD to the selected and not selected A-PoT members.

- Realizing training needs analysis in the network and among the member organisations.

The training needs analysis was done in two phases:

- Personally and via collecting responses on flipcharts at the Technical Meeting in March,

- By sending a questionnaire with the same questions to get more responses from the Alliance MOs.

The feedback was collected on the topics such as good practice and challenges at the trainings of campleaders, preparation of volunteers for workcamps, feedback on the role of ACD, feedback on the LTTC impact on organisations which sent participants to the LTTC, relevance of different supporting tools etc.

We are now building on the results of the survey proposing next steps for PoA 2019 – 2020.

- Realizing impact assessment of the LTTC

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The impact assessment questionnaire for participants from the LTTC 2015 and 2017 was prepared by TNWG coordinator and TNWG members. It was sent by the ACD. The results were analyzed by the end of October 2018 and the next LTTC will be built on this feedback. Also, the feedback from MOs from the needs analysis on the impact of LTTC on them has been incorporated into this report.

- Organize and pilot new format of international campleaders trainings

The pilot project "Agents of Change" coordinated by INEX-SDA in close cooperation with Egyesek has been realised. The main focus is to pilot a new concept of campleaders' training focused rather on their self-development (attitudes, communication competences, leadership, self-confidence). The impact from the first training realized in May 2018 is very positive. The second training was realized in October 2018.

### Lesson learnt and conclusions

A lot has been done in 2018 especially regarding the re-establishment of a strategic position of the TNWG in the Alliance and other important strategic tasks, which will hopefully clarify the direction of the Education and Training Policy in the network as well as will increase efficiency of its coordination. Also, other most relevant tasks have been covered. We hope this work gives a solid ground for covering other tasks and priorities we have planned for the PoA 2019-2020.

We hope clarification of TNWG's role will mean more people representing the MOs will be interested to join the group, as well as we will invite the A-PoT members to become part of the group to increase the expert capacities of the working group for

the next years.

I would like to especially thank TNWG members Tamás Mahner from Egyesek and Sara Mandozzi from Lunaria, who spent hours on working and Skyping on the strategic tasks in 2018. They contributed very much to the quality of the outputs proposed. I hope we can continue our fruitful cooperation in the next years and involve other active and experienced people to our TNWG activities.

*Lenka Polcerová, INEX-SDA, TNWG coordinator*

## Report of Alliance Secretariat

Dear Alliance Members,

I started working in the Alliance on 1st October 2017. During the first 3 months I had a part-time job.

The 20 hours of worked per week from October to December 2018 consisted in:

- Reading as much as possible about the network in order to get to know its history, philosophy, aims, tools and activities;
- Attending Alliance EC-MC-GA in Athens (November);
- Helping Giovanna Pignatti, previous Secretary, with the Erasmus+ administrative grant application 2018-2019;
- Writing the minutes of the EC-MC meeting in Anticoli Corrado (September 2017);
- Arranging all the post-GA 2017 material (decisions list; contacts update; website update...);
- Spending time with Giovanna: for a while my job consisted in living in Athens, being Giovanna's shadow and going to Citizens in Action office where I was observing her and learning from her how to manage the website, how to create the newsletter, how to collect the statistics, how to relate with donors, sister networks and so on.

The period I spent working with Giovanna has been a precious time I need to thank her for with all my heart. Those months allowed me to start later on covering the position alone and full time with a discrete basis of knowledge about the Network and, what it is perhaps more important, feeling lot of love for the community that Alliance is.

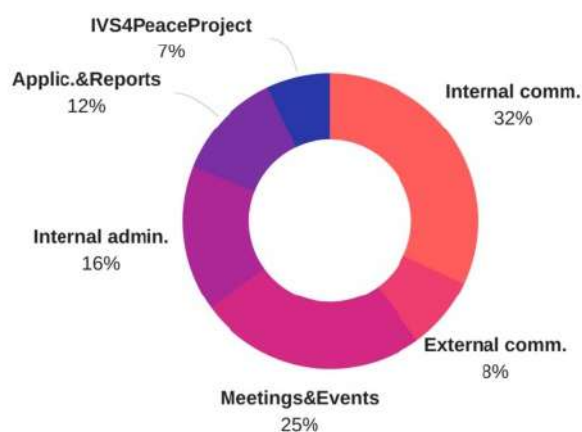
Since 1st January 2018 my job is full time: I work from Monday to Friday, 40 hours/week. Alliance Secretariat venue is in Rome, hosted by Lunaria. A big thanks of

course goes as well to Lunaria colleagues and especially to Marcello Mariuzzo, who is a living encyclopedia concerning the Network and always ready to help me in case of need.

The tasks I dealt with in the period from January to the end of September 2018, can be summed up in the following categories:

- Internal communication;
- External communication
- Participation in statutory meetings and support to the events hosts;
- Internal administration;
- Applications and reports;
- Project management IVS4Peace.

A graphic can help us in visualizing AS' work.



Where:

- Internal communication stands for: mailing, website update, newsletter preparation, Alliance Guidebook update, forwarding specific information to the network bodies, mailing lists update, spreading among members news on EU programmes and proposals coming from EU institutions, forwarding and preparing consultations EU institutions proposed, answering members requests, taking part in EC

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Skype meetings...

- External communication stands for: communication with funders, with YFJ for policy updates to spread among members, with third organisations that are interested in joining the Alliance, with CCIVS;

- Participation in statutory meetings and Alliance events: EC-MC in Ernstshofen (January 2018), January meeting of Youth workers in Ernstshofen (January 2018), EC-MC meeting in Brno (March 2018), ERSI Training on Social Media in Holloko (May 2018), EC-ADC meeting in Rome (May 2018), Alliance Joint Meeting (September 2018), EC-MC meeting and GA in l'Alfàs del Pi, Spain (October-November 2018).

- Internal administration stands for: helping members requiring support, support to events hosts and network bodies, collection of the yearly statistics, archives management, creation of the agenda for the events;

- Applications & reports stands for: administrative grants (report of Erasmus+ admin grant 2017 submitted in February 2018 and report of EYF admin grant in June 2018), statutory meetings reports;

- IVS4Peace project stands for: Contact making seminar (February 2018), Management and Development meeting (April 2018), mapping the inclusion tools already present within the project consortium. IVS4Peace aim is increasing the involvement of youngsters with fewer opportunities, particularly refugees and youngsters with a migrant background, in IVS. It is coordinated by by CCIVS and involves as partners the Alliance, CBB Belgium, Elix, Egyesek and Solidarités Jeunesses. IVS4Peace covers AS participation in the project steering team with staff costs, this is the reason why the

time spent in dealing with tasks related to the project is specified in AS' work graphic and in the detailed AS' timesheet.

Some comments

At the first Alliance events I attended, many people were asking me if I wasn't worried for the role that would wait for me, and why I took the decision to apply. During my first months as Alliance Secretary I often thought "Now I understand the reason of those questions!". This was due to the unimaginable amount of work that the position entails. This feeling of concern honestly lasted just for a short time lapse. I can say that I adore this job, its variety of tasks, its aim and meaning, the learning opportunity it gives.

This position requires commitment, precision, sense of responsibility, but also flexibility and creativity.

My main thought about the fact I am now the Alliance Secretary is I am a very lucky person: opening my eyes in the morning and being happy to go to work, working and having fun at the same time, deeply believing in what we do, is really something not many people can say.

After a huge thanks to Giovanna for being always available to help and reassure me and after a big thank to Marcello, I would also like to thank you all as well, the Network members and bodies, as during this year you never made me feel I wasn't at the right place, you were patient and always appreciated my job, even if it came from a still inexperienced person. It's nice to work for and with you!

*Serena Verlato, Alliance Secretary*

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## Report of Course Director

Reflection on the position and the shorter, year-

### long mandate

After the call was launched in December 2017 for the ACD position and there were no candidates expressing interest in applying for the position, I offered to the EC to jump in as a temporary solution, offering my support to the network for the duration of one year, as I would not be able to complete the full mandate. I believed this would allow the network to continue running its approved projects and submitting the planned project proposals to the European founders and assuring the description of the position to remain the same as it was approved by the General Assembly held in 2015, when the position was created. It is my strong belief that the position as it is at the moment should be not only kept, but developed further in the direction of becoming a full-time position and eventually becoming a part of the Alliance Secretariat that would be recognized by all the members as an added value to the network and its functioning. Strengthening the position of the Course Director would not only assure to the network having an educational advisor and project manager, but it would benefit to its financial stability and allow its governing body to work on governance and policy development without a burden that comes with the need to provide development of educational and administrative grants to assure its functioning.

### Ongoing and submitted projects

As part of the workload of the ACD, there were several identified needs and tasks that I have been working on in the past months:

#### 1) Coordination of the ERSI project:

- The project had three activities incorporated: January Meeting of Youth workers (January, in Germany), Media

Training (May, in Hungary), General Conference (October, in Spain). My work for this project consisted in programme designing and in the implementation of its parts, in cooperation with the members of the Pool of Trainers and in case of the January Meeting of Youth workers, in support of Giovanna Pignatti, previous Alliance Secretary and the EC members.

- Development of the multi-activity project application for the EYF in April, which would have assured funds for three events planned to be held in 2019: January Meeting, Capacity Building Seminar and Congressino. Despite the positive feedback on the content of the programmes and the application developed, EYF and the Programming Committee rejected the application, stating it was "too introspective and focused on the evaluation of the work of the organization, without the obvious impact on the young people".

- Development of the application for the Capacity Building Seminar, initially planned as the co-financing for the EYF project, and finally decided to be submitted as a single activity project to the German NA at October 2018 deadline for Erasmus+ Youth in Action programme, by Open Houses. The application was not successful.

### Cooperation with Working Groups and the PoT

In light of the cooperation with the Working Groups and the Pool of Trainers, there has been a lot to do in the past year. An intense cooperation with the PoT on delivering the programmes of the ERSI project, as well as developing online courses from the LTTC 2017 have successfully been concluded and left the concrete outcomes for the network to use them in the future. Additionally, the cooperation with the GEWG on the development of the online course on gender equality, as well as the work on development and approval of the project "Fair Play 3.0: The Power Games", with its three activities hosted in Serbia and Germany in 2018

and 2019, have been achieved. In addition to that, the cooperation with the TNWG came in regards to providing the feedback to the proposed changes to the Educational and Training Policy Paper, then approved by GA 2018. The main contribution to this proposal came in form of discussing the potential changes in the tasks for the Course Director, its coordination of the Alliance PoT and the overall responsibilities and description of the role for the future.

Cooperation and communication with the EC

The communication with the EC was going in different directions and was focusing on the development of the applications for the EYF and Erasmus+ deadline, which was running very smoothly. Concerning the organisation of the General Conference, childcare support needed to be provided for a trainer. This situation has raised the discussion on the need of support for the parents with small children within the network and the question on the values network has and their implementation in practice. The GEWG and A4All Working Group have been invited to draft a proposal for the GA in order to assure that in the future representatives of the network can get access to its events in situations where they wouldn't have to worry about bringing their small, dependent children with them and create the measures which would remove this obstacle, allowing a full implementation of the values stated in the Alliance Constitution and other documents and policy papers.

Personal note and a Conclusion

Three years in this position of the Course Director, and seven years of being active in the network have thought me a lot and helped me grow, both personally and professionally. I would like to thank to all of

you who have supported me along the way and especially to those who have challenged me, questioned my values and disagreed with me. It is now time to take a break and sum up this intense experience from some distance.

Maybe 2019 will bring some new perspectives or ideas on a different challenge or even a different position within the network.

*Dusan Milojevic, Alliance Course Director*



## Alliance main Events and Projects in 2018

An online presentation of the Alliance Year 2018 is available at the following link:  
<https://prezi.com/4po7fb20ioo3/alliance-year-2018/>

We would especially like to highlight the following activities among the ones carried on by the Network in 2018:

The **Technical Meeting 2018**, the biggest yearly meeting of International Voluntary Service organisations in the world, was hosted by Inex-SDA, in Brno, Czech Republic, from 2nd to 7th march 2018. The Technical Meeting is a self-funded event organized every year to enable the members and invited partner and guest organisations to exchange annual workcamp programmes and discuss relevant issues, mainly through bi-lateral discussions. The TM 2018 was implemented with a new structure, which allowed Alliance partners and guests (mainly non EU organisations) to feel more involved in the network life. During the TM, 14 different Sessions on Alliance Life and upcoming events were held (workshops on European Solidarity Corps, Marketing, Gender Equality, A4A, GDPR, GC on Monitoring and Evaluation, Training on Media Tools, Carbon Offsetting, Training Needs Assessment, Workshop on volunteering in orphanages, Educational Approach for Youngsters with fewer opportunities, Involvement of Youngster from Rural Areas in IVS, Alliance Placement Tool Assessment, Workshop on GA 2017 Decision affecting Partners and Guests Status). Two welcome and informative **New Comers' Sessions** were also organized by the Staff Development Working Group for new staff from members, partners and guests, 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.



**Alliance TM 2018 was attended by 142 participants coming from 71 Alliance organisations (45 members, 18 partners, 8 guests) based in 39 different countries.**





## ERASMUS + KA1 project "E.R.S.I. - Experience - Record - Share - Involve"



A multi-activity project implemented with the aim to build capacities and support the work of IVS organisations, member of the Alliance of European Voluntary Service Organizations.

The overall aim of the project is to build capacities for the network to increase outreach of volunteers, strengthening promotion and communication, plus developing a system for monitoring, evaluation and peer assessment among Alliance members to ensure the impact and quality of our projects and cooperation.

E.R.S.I. brought together 3 different activities, each being hosted by different Alliance member, in 3 different countries: Germany, Hungary and Spain.

The 3 activities implemented are:

**Activity No.1:** January Meeting for youth workers, held in Ernsthofen, Germany, hosted by IBG, from 11th to 13th January.

The meeting was open to all members who intended to send their staff persons and volunteers to Alliance Working Groups & committees in 2018. The meeting aimed to prepare new IVS organisations staff and new Alliance volunteers and activists to get involved in the network and to be multipliers and ambassadors of Alliance and IVS values and activities.

**Activity No.2:** Training on Social Media, held in Hollóko, Hungary, hosted by Egyesek, from 23rd to 29th May.

The meeting aimed at empowering and supporting Alliance members and the network External Relations Committee on online communication and promotion of workcamps.



**Activity No.3:** General Conference on monitoring and evaluation, held in l'Alfàs del Pi, hosted by De Amicitia, from 28th IMG\_1606.JPG to 31st October.

The meeting represented the space for Alliance members staff to meet and elaborate a proposal for peer assessment and evaluation tools and practices.



## Alliance Joint Meeting of Working Groups and Committees

The Joint Meetings of Working Groups and Committees 2018 was held in Brussels from 7th to 10th September, hosted by JAVVA.

As usual, the event provided the network bodies with the necessary space to evaluate the year, start preparing the proposals for the GA, drafting the Plan of Actions of the years 2019-2020.

WGs and Committees members have been informed about the timeline of the upcoming Alliance activities and events and had the opportunity to take part in an advocacy session, organised in cooperation with the Youth Forum Jeunesse - the most important European platform representing and advocating for youth rights.

The representative of YFJ secretariat who joined the JM, gave participants the very last updates on European Solidarity Corps and delivered information on the next steps leading to the implementation of the programme in 2019.

The number of Joint Meeting participants was 32: 7 EC members/Staff; 2 ADC members; 5 ERC members; 5 A4AWG members; 5 ESWG members; 4 SDWG members; 3 GEWG members, 1 representative of Alliance Pool of Trainers.



## Alliance General Assembly 2018

The GA took place in l'Alfàs del Pi, Spain, from 1st to 3rd November, hosted by De Amicitia. Following the inputs of the **General Conference** that preceded the GA, the GA 2018 set **Monitoring and Evaluation** as the main priority for Alliance in the next years. In order to tackle the decreasing number of volunteers, but also to have evidence of the **impact** of IVS activities, the Alliance wants to assess and evaluate the quality of its workcamps and cooperation. A **specific Task Force** was established which will work in the direction of improving and developing common tools and methodology for self-assessment, monitoring and evaluation.

The GA also decided to continue the good work already done so far on promotion and recognition of IVS, as on solidarity measures and capacity building among the network.

Thanks to the magnificent work done by the Training Needs Working Group the GA 2018 saw the adoption of the new Alliance Educational Framework which contains a clear and complete overview of all the relevant actors involved in the process and also a new methodology for a stronger involvement of the Members in the definition and implementation of the Alliance Educational Priorities. The GA also shared a positive evaluation of the previous **Long Term Training Course** (LTTC) cycles and agreed for the preparation of a new cycle for 2020.

Among the main highlights of the GA there was the inclusion of **Gender Equality**, which our Gender Equality Working Group keeps developing actions and awareness-raising activities on within the "Not in my Camp" campaign, among the main principles listed in our Constitution. Outcomes of this working group's strong commitment and tireless efforts are also shown by an adopted Gender Equality Policy Paper.

There was an intense discussion about volunteering in **orphanages** that will be developed more from a specific **Task Force** that will be coordinated from SIW Netherland.

The GA also reaffirmed the will to keep working in strong cooperation with our sister networks particularly in the frame of **common campaigns** (Raising Peace, Freedom of Movement and IVS4ClimateJustice) and also for the



preparation of the **upcoming 100 years anniversary of IVS**, for which another specific **Task Force** has been created.

The GA was an opportunity to share ideas and feedback on the **European Solidarity Corps**, recognising the important work done so far in terms of lobbying and advocacy (in cooperation with the European Youth Forum) and committing to continue this common work for the shaping of the next programme.

The GA 2018 also welcomed a new **Treasurer, Vice-President and Additional Member** and a nice group of young and motivated coordinators. You can find all the updates on the positions on our website:

<http://www.alliance-network.eu/committees-and-working-groups/executive-and-management-committees/>

### **Annex I - Alliance Plan of Action 2019-2020**

The detailed Alliance Plan of Action 2019-2020, adopted by the General Assembly 2018, is available at this link:  
<https://goo.gl/x9sf7m>

## Annex II - Alliance Members after the General Assembly 2018

### Full members

	<b>Organisation</b>	<b>Country</b>	<b>Status</b>
1.	HUJ	Armenia	Full member
2.	Grenzenlos	Austria	Full member
3.	LYVS	Belarus	Full member
4.	CBB	Belgium	Full member
5.	JAVVA	Belgium	Full member
6.	INEX-SDA	Czech Republic	Full member
7.	MS	Denmark	Full member
8.	EstYes	Estonia	Full member
9.	Allianssi	Finland	Full member
10.	CBF	France	Full member
11.	Concordia France	France	Full member
12.	J&R	France	Full member
13.	Solidarités Jeunesses	France	Full member
14.	ANEC	France	Full member
15.	IBG	Germany	Full member
16.	IJGD	Germany	Full member
17.	NIG	Germany	Full member
18.	VJF	Germany	Full member
19.	Pro-International	Germany	Full member
20.	CIA	Greece	Full member
21.	Elix	Greece	Full member
22.	Egyesek	Hungary	Full member
23.	Legambiente	Italy	Full member
24.	Lunaria	Italy	Full member
25.	YAP Italy	Italy	Full member
26.	Deineta	Lithuania	Full member
27.	SIW	Netherlands	Full member
28.	FIYE	Poland	Full member
29.	SFERA	Russia	Full member
30.	World 4 U	Russia	Full member
31.	YRS-VSS	Serbia	Full member
32.	INEX	Slovakia	Full member
33.	CoCat	Spain/Catalunya	Full member
34.	De Amicitia	Spain	Full member
35.	SVI	Spain	Full member
36.	Workcamp Switzerland	Switzerland	Full member

37.	Genctur	Turkey	Full member
38.	GSM	Turkey	Full member
39.	Alternative-V	Ukraine	Full member
40.	Union Forum	Ukraine	Full member
41.	Concordia UK	United Kingdom	Full member
42.	UNA Exchange	United Kingdom/Wales	Full member
43.	Xchange Scotland	United Kingdom/Scotland	Full member

### Associate members

	<b>Organisation</b>	<b>Country</b>	<b>Status</b>
44.	CJ	Canada	Associate Member
45.	CIEE	Japan	Associate Member
46.	NICE	Japan	Associate Member
48.	VIMEX	Mexico	Associate Member
49.	VIVE Mexico	Mexico	Associate Member
50.	IWO	South Korea	Associate Member

### Candidate Members

	<b>Organisation</b>	<b>Country</b>	<b>Status</b>
51.	Open Houses	Germany	Candidate Member
52.	Youth for Smile	Latvia	Candidate Member

### Annex III - Alliance Invitation List for 2019

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 and guests after GA 2018

\* some guests were invited to join the Technical Meeting 2019 by the Executive Committee after the GA2018, according to the procedures set in the Standing Orders.

Name	Status	Country
Bridge to the Future	BF	AZB
Cambodian Youth Action	CYA	CMG
DreamWalker China	DWC	CHI
Sunshine Volunteers	SVI	CHI

Asociación Cultural de Intercambio de Costa Rica	ACI	CRI
ICJA Freiwilligenaustausch weltweit e.V.	ICJA	DEU
VolTra	VT	HKG
See Beyond Borders (SEEDS)	SEEDS	ISL
WorldWide Friends	WF	ISL
Field Services & inter- cultural Learning	FSL	IND
Rural Centre for Human Interests	RUCHI	IND
Dejavato Foundation	DJ	IDN
Gerakan Kerelawanan Internasional	GREAT	IDN
IIWC - PKBI Indonesia International Workcamp of Perkumpulan Keluarga Berencana Indonesia	IIWC	IDN
IBO	IBO	ITA
Informagiovani	IG	ITA
Kenya Voluntary Development Association	KVDA	KEN
Leaders	LS	KGZ
Nataté	NAT	MEX
Mongolian workCamps Exchange	MCE	MNG



Chantiers Jeunesse Maroc	CJM	MAR
Volunteers Initiative Nepal	VIN	NPL
GIED	GIED	PHL
Instituto Português do Desporto e Juventude	IPDJ	PRT
AYA	AYA	RUS
Digevu	DGV	RUS
Passage Zebra	PZ	RUS
Sodrujetsvo	SODVO	RUS
VYA Taiwan	VYA	TWN
Uvikiuta	UVIKIUTA	TNZ
Volunteers Spirit Association	VSA	THA
Uganda Pioneers Association	UPA	UGA
Volunteer Action for Peace-UK	VAP UK	GBR
Volunteers For Peace	VPF	USA
Solidarités Jeunesses Vietnam	SJVTN	VNM
Volunteers for Peace Vietnam	VPV	VNM
Fundacion SES	SAS	ARG
FUNPROCH Chiriboga	FPEC	ECU

Associação dos Jovens Voluntários de Moçambique	AJOV	MZB
Brigada de Voluntarios Bolivarianos	BVBP	PER
IGEEI	IGEEI	PHL
Rota Jovem	RotaJovem	PRT
Lumea Lui Pinocchio	LLP	ROU
Autonomous non-government organisation for support and development of social tourism "Smart Travel Bureau"	STB	RUS
South Africa Volunteer Work Camp Association	SAVWA	ZAF
Green Volunteers for Green Future	NICE	LKA
PeaceWorks	PW	SWE
Association for volunteerism Volonterski Centar Skopje- VCS Skopje (Involvement Program)	VCS	MKD
Colorful House (Involvement Program)	CH	GRG
*Zimbabwe Workcamp Association	ZWA	ZWE
*Educated Youth Society	EYS	ALG



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