

## **THE RESOLUTION OF THE CONGRESSINO**

### **Future dimensions of volunteering**

### **the Alliance of European Voluntary Service Organisations**

We, the participants of “**the Congressino**”, the final event of the Mid-Term-Review of the 10-years strategy of the Alliance of European Voluntary Service Organisations, held in **Mozet (Belgium)** from 2-8 November 2019 and hosted by the Member Organisations CBB and JAVVA,

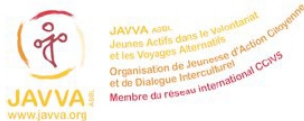
**representing** 30 International Voluntary Service organisations from 22 countries,

**taking into consideration** the outcomes of several meetings throughout 2019 (January, March, May, September, November), a data analysis on the 5-years progress towards the vision stated at the Congress in 2014, the Alliance Plans of Action of the last 5 years, and surveys conducted among the management bodies of the Alliance,

**we conclude** that a considerable progress has been made in implementing the Alliance’s 10-years strategy through several actions taken by the bodies of the Alliance, namely Management Committee, Alliance Development Committee, External Relations Committee, Access for All Working Group, Environmental Sustainability Working Group, Gender Equality Working Group, Staff Development Working Group, Training Needs Working Group, various task forces, and the Alliance membership.

Nevertheless, some areas have not yet been fully covered and need further exploration, elaboration and action, which were identified in the data analysis on the 5-years progress. Out of these areas, the following topics emerged as the priorities to be tackled for Alliance Member Organisations:

- I. COOPERATIVE NETWORK “How members see and “use” the network: Solidarity measures of Alliance towards members”
- II. COOPERATIVE NETWORK: “Synergy among WGs and managerial issues: more than just doing things together?”
- III. MONITORING & EVALUATION and ADVOCACY & VISIBILITY: “Study further and exploit the results on the impact of our IVS projects”
- IV. VISIBILITY & ADVOCACY: “Due to Alliance lobbying, workcamps are recognized as NFE form: How can we move this vision further?”



- v. VISIBILITY & ADVOCACY and SUSTAINABILITY: “Decreasing number of volunteers and support for workcamps”
- vi. SUSTAINABILITY connected with all the pillars: “The Secretariat: How to deal with the much needed and non-political tasks of the year”

In order to address the above mentioned topics, detailed road maps until 2024 as well as 3 horizontal, cross-cutting strategies as well as recommendations have been developed:

## Strategies

### Capacity Building strategy

We have identified four key areas of interest to empower the Member Organisations and encourage active participation into the Network life. The key areas are as follows:

- Active participation in the network through sharing good praxis
- Advocacy, visibility & recognition of the IVS movement
- Monitoring and evaluation of quality and impact
- Increase volunteer exchanges and projects

### Data collection and valorisation strategy

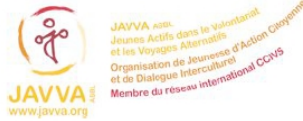
Data collection and analysis is a necessity for maintaining and developing many areas of our work and the network as such. In order to understand our data in its complexity, we need to apply a consistent approach. Therefore we recommend the creation of a Monitoring and Evaluation Committee and to allocate the human and financial resources needed.

### Financial and human resources management strategy

The strategy applied here was to see how we can merge the resources of the Alliance and its Member Organisations in terms of meeting opportunities and financial support on the one hand, and the proposals coming from the Congressino requiring finances or human resources from the Alliance on the other hand.

By listing the planned meetings and projects, by assessing the workforce available, and by taking into account the obligations the Alliance has to respect in order to open itself to funding opportunities, we managed to create a coherent and feasible plan, involving the Alliance Member Organisations where it was needed or possible in order not to overwhelm the existing staff.

In order to kick off this strategy in 2020, however, we need the following:



- A secretariat with the same time allocated to project management as it is now;
- an Alliance Course Director in charge of at least one project application to EYF;
- at least three Members Organisations wishing to apply for and host events;
- a great collaboration and communication among the Member Organisations and people involved in the various events.

## Recommendations

Based on the above, we recommend to the GA to consider to:

### I. “How members see and “use” the network: Solidarity measures of Alliance towards members”

In order to achieve the Alliance Congress Vision as a cooperative network and follow the Recommendations of the Congress:

- "The Alliance is a forum for each member organization to contribute and participate actively to their full potential in the life of the network according to their resources and possibilities."
- "The Alliance is an accessible and cooperative network that facilitates exchanges, empowers and supports its members by giving access to relevant information and tools."
- "The shared values and decisions are respected and implemented by all members not only on network level activities, but also through members’ activities, projects and mutual cooperation."

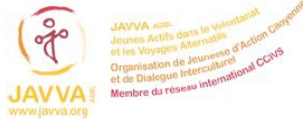
We have identified that motivation, knowledge and resources play a key role in the active participation of the Member Organisations. We see that the communication about benefits and values of the network as well as capacity building for the Member Organisations and the creation of a solidarity fund are important steps to take in order to reach this aim.

Taking into consideration the vast activities that have already been done in order to achieve this, we want to continue and create what has not yet been done as well as build on the existing practices already in place.

The identification and clarification of the needs of the Member Organisations are a necessary starting point. The improvement of the capacity building and communication with and of the Member Organisations will be based on their needs. The creation of a solidarity fund is planned in order to help the Member Organisations to get financial support if needed. Discussing and reassuring our shared values will also contribute to staying motivated to work together and achieve our shared vision.

### II. “Synergy among WGs and managerial issues: more than just doing things together?”

In order to enable the Alliance to follow its vision described in the Congress Resolution 2014, its structure and way of functioning need to be revised by 2024. The work done on this concept of a “cooperative network” by the participants of the Congressino brought up well needed improvements, and a general draft of a possible new organisational structure of the (Matrix Organisation) has been created.



As this organisational structure needs to be developed in detail, it is proposed to the GA 2019: mandate the Additional Member to coordinate the work on a future change, to consult Member Organisations and Alliance bodies along the development process and bring a proposal on the needed change to be voted at the GA 2020.

### III. “Study further and exploit the results on the impact of our IVS projects”

We find that the study on impact should be the back bone of all our activities and a constant check on the quality of our work, both of what we do internally and externally in order to meet the expectations and the needs of the Member Organisations.

### IV. “Due to Alliance lobbying, workcamps are recognized as NFE form: How can we move this vision further?”

We are proposing to amend to properly sustain all successful efforts on the international level and expand lobbying, advocacy and promotion for workcamps as a tool of NFE to the local and national level, for instance through capacity building by means of forming a Workcamp Promotion Team.

### V. “Decreasing number of volunteers and support for workcamps”

We acknowledge the relevance and positive impact that IVS has on people and the World. This is challenged by the trend of decreasing number of volunteer exchanges inside the Alliance since 2010.

Therefore, we identify the need to increase volunteer exchanges and the number of projects while keeping our quality standards, visions and values. For this, our values need a better and more visible communication to volunteers.

We recommend to strategically approach these challenges by providing more capacity building opportunities for Member Organisations, network bodies and staff. In addition, we recommend arriving at exchange practices (e.g. fees) that are fair, clear and transparent, taking into account volunteers’ perspective and solidarity as well as the financial sustainability of Member Organisations.

### VI. “The Secretariat: How to deal with the much needed and non-political tasks of the year”

The Secretariat should be an important body of the Alliance, ensuring the well being and development of the network as well as the support of the Member Organisations. The Secretariat needs to be enlarged to ensure efficiency and avoid an overload of tasks for itself and the Executive Committee. The future Secretariat shall be composed by full-time volunteers and/or interns and paid employees. There needs to be a staff policy in which clear procedures for staff selection, support, training and evaluation are explained. The sustainability of the Secretariat needs to be ensured by a financial strategy developed by the Executive Committee with the support of the Secretariat.



Together we, the participants, as members of the Alliance, its working groups and committees, we are committed to actively participate and follow up the proposals we present here as well as to share with all colleagues not present here all needed clarifications and support so as to be able to join this collective process.

**Mozet, Belgium on the 2<sup>nd</sup> to 8<sup>th</sup> of November 2019**

## **ANNEXES**

### **Roadmaps**

Annex I: “How members see and “use” the network: Solidarity measures of Alliance towards members”

Annex II: “Synergy among WGs and managerial issues: more than just doing things together?”

Annex III: “Study further and exploit the results on the impact of our IVS projects”

Annex IV: “Due to Alliance lobbying, workcamps are recognized as NFE form: How can we move this vision further?”

Annex V: “Decreasing number of volunteers and support for workcamps”

Annex VI: “The Secretariat: How to deal with the much needed and non-political tasks of the year”

### **Strategies**

Annex VII: Capacity Building

Annex VIII: Data collection and valorisation

Annex IX: Financial and human resources