



ALLIANCE of European Voluntary Service Organisations

ANNUAL REPORT - YEAR 2019



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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.

Thanks to this report you will get to know our network aims and structure and you will have the possibility to discover more about the workcamps, the volunteering tool that Alliance members use in order to contribute to develop more equal, inclusive, peaceful and sustainable communities around the world.

Along the following pages you will be walked as well through the path we marked as a network during 2019 and you will have a glance over the key activities we implemented.

The activities we realized are several and various and as every year they aimed to: empower our members to organise quality workcamps in their local realities; allow youth workers to develop and increase their skills; bring the IVS movement to have a stronger impact; call for workcamps to be recognized as non-formal educational tools; support young people to contribute to the development to fairer societies and let their voice to be heard.

In addition to the many successful activities we implemented, the year 2019 was for us very special for internal reasons. In fact, through a sequence of meetings and activities indicated as the "Congressino cycle", Alliance members, bodies and volunteers renovated their commitment to contribute to the further development of the Alliance and the International Voluntary Service movement. They reconfirmed the solidity of our vision, which was established at the first Alliance Congress in 2014 and identified, at the same time, the fields in which the Alliance should improve and strengthen its efforts to fully achieve the goals that the Congress established looking at 2024.

The self-assessing journey we made has been very interesting, demanding, challenging and fruitful and it concretely led us to a series of Resolutions and Roadmaps, adopted by the General Assembly 2019, that will orientate Alliance work for the next five years, until 2024.

The year saw the Alliance becoming bigger, as joined by new organisations; better recognized, as constantly consulted for youth and volunteering relevant matters; more complex, view the establishment of additional priorities and new bodies; more ambitious, in light of the astonishing amount of activities and projects we carry out.

The achievements of the year encourage us to trust ourselves and keep ahead with our work but they also show us the need to improve our working methods and improve our structure, in order to reach more young people and contribute further to bring a change to our global society and build a better future for the generations to come.

Enjoy the reading!
The Alliance Team

Foreword of Alliance General Secretary

Dear reader,

It is an immense pleasure to be presenting to you the annual report of 2019. I believe that if you are reading this you are interested in International Voluntary Service and its key actor in Europe: the Alliance. In this report you will find the journey the network passed over the year 2019 and will have a glance over key activities of Alliance for the year.

This year has been devoted to the mid-term evaluation of the Vision 2024 and resolutions of Alliance Congress 2014. This process was called Congressino and it threads through all the activities of the year. Thanks to dedication of different Alliance bodies, Congressino preparatory team and Giovanna Pignatti, who analysed the achievements and resolutions, the final event of Congressino cycle developed roadmaps and strategies for short- and long-term development of the network in areas covering its membership, projects, structures and impact.

As in the years before, we have to report a decreasing trend in the number of volunteers, as well as their age. The silver lining of increasing number of teenage volunteers allows to investigate that side of the projects and is reflected in the supporting measures and the steps we as a network take to address it.

As every year, this year enabled change and development in the network. The biggest change has been the retirement of Alliance President and Vice-President for External Relations. We are endlessly grateful to Mattia Lolli (Legambiente) and Jana Gander (VJF) for their service to the network and we are glad to welcome Lasse Jensen (MS Denmark) and Simon Geeraert (CBB), who replaced them in the Executive Committee. Following the General Assembly 2019, we welcome a new body in the network - Monitoring and Evaluation Committee - aspiring for a more data-driven approach in the Alliance future. A big change for Alliance was similarly the decision on membership in the Coordinating Committee of IVS (CCIVS), which aims to consolidate our efforts in promotion and improvement of voluntary service all around the globe.

2020 will mark the 100th anniversary of the first workcamp, the advent of IVS movement, it will feature a number of activities and campaigns, prepared in 2019 by joint efforts of IVS networks to commemorate this date. Alliance will hold the third Long-Term Training Course, supported by the new arriving Alliance Course Director, and will focus on implementation of the first steps of Congressino resolutions and roadmaps to strengthen and improve the Network further.

I hope that this report will provide you with a good overview of the Alliance year and I believe that the achieved results and ambitious development plans 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

The Alliance: presentation in a nutshell

The Alliance is a European NGO founded in 1982, gathering 53 national youth organisations mainly implementing short-term international voluntary service (IVS) projects, the **workcamps**.

Through our members, we yearly reach approximately 12000 young volunteers, 1200 local communities and 250 youth workers.

Thanks to the Alliance, national organisations voice is brought to European and global level: the Alliance is a member of the European Youth Forum (YFJ), represented in the Advisory Council on Youth and Programme Committee of CoE, part of the Advisory Group of ESC Resource Centre, observer at UNFCCC.

The Alliance provides its members with capacity building opportunities for youth workers' peer learning as well as with detailed reference guidelines that members rigorously follow when they send or host volunteers on IVS projects; when they prepare young participants before their volunteering experience; when they organise voluntary camps in their local realities and when they evaluate their activities results. The establishment of quality reference criteria, common to all Alliance members, is made possible thanks to a series of resources and toolkits that discipline volunteers' exchange and preparation, foster the inclusion of volunteers with fewer opportunities in volunteering projects, favor environmental sustainability and gender equality in IVS and set a common evaluation framework among the network members.

The workcamps

Since 1920, workcamps represent a unique form of voluntary service: they bring together people from different backgrounds to work for micro projects that reply the needs of the local communities where the activities take place.

Workcamps, also defined **International Voluntary Service (IVS) projects**, are a powerful non-formal educational tool, sensitizing youth and local communities to the principles of active citizenship, solidarity, inclusion, openness to differences, gender equality and environmental sustainability.



Workcamps value has been recognized by the EU Commission through the new European Solidarity Corps programme that entails this specific form of volunteering with the "VOLUNTEERING TEAMS".

A group experience

Workcamps provide youth with the opportunity to experience life within an international group working, learning and acting together. The work done during a workcamp is important and not a mere occupational time: all projects answer real local needs and are in line with the expectations of the local communities hosting the groups of volunteers.



The volunteers

Most workcamps host between 6 and 20 volunteers during 2 or 3 weeks.

Volunteers' groups gather various nationalities and backgrounds. Around 85% the volunteers are between 18 and 30 years old with, usually, a majority of female participants.



Workcamps participants share the project activities but also the daily life tasks, as cooking and cleaning.

This way, they learn to share responsibilities, to solve conflicts arising through the intercultural and non-violent communication.

Accommodations on workcamps depend on the local hosting possibilities and can be provided in hostels, schools or camping sites.

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 and active citizenship skills. This is the kind of learning that happens when international volunteers meet local communities and work, live and have fun together!

Workcamp leaders

Each workcamp is coordinated by at least 2 campleaders, meaning experienced volunteers in charge of ensuring the well-being of the project participants and the achievement of the practical tasks. The role of campleaders is extremely important for the development of a workcamp, for creating good links with the local community and for all participants to live at best the learning experience that the workcamp represents.



To cover their role camp leaders are trained by the organisations where they volunteer, meaning Alliance members. Campleaders' preparation tackles topics such as group dynamics and management, conflict resolution, non-violent communication, management of cultural shock, intercultural dialogue, support of participants with specific profiles.



Alliance Statistics

The data here presented refer to Alliance IVS (International Voluntary Service) Season 2018.

In fact, the **data of Alliance workcamps season 2019 are being currently collected** among the network members and the report 2019 will be finalized, presented and adopted at Alliance General Assembly 2020.

In light of the difficulty expressed by members in providing their statistics data, in 2019 a **group of Alliance activists and professionals of the IVS field, working in Alliance member organisations, developed a new statistics tool.**

The new tool, first used for the collection of statistics of the season 2018, has been highly appreciated by Alliance organisations. The collection of data of 2018 was meaningfully easier and the final report produced more detailed and clear.

The full statistics report of Alliance IVS season 2018 is available at this link for your consideration: <https://bit.ly/2Yp52KL>

Statistics 2017	Statistics 2018
<p>Member organisations at the end of 2017: 50</p> <p>Volunteers participating in workcamps abroad and in their own country: 13525 of which 496 volunteers with fewer opportunities (3,6% of the total)</p> <p>Gender ratio 59% female - 41% male</p> <p>Age over 18: 81% under 18: 19%</p> <p>Number of workcamps implemented: 1340</p>	<p>Member organisations at the end of 2018: 51</p> <p>Volunteers participating in workcamps abroad and in their own country: 12861 of which 210 volunteers with fewer opportunities (1,63% of the total)</p> <p>Gender ratio 61% female - 39% male</p> <p>Age over 18: 80% under 18: 20%</p> <p>Number of workcamps implemented: 1156 (184 workcamps less than 2017)</p>

<p>11,5% of all workcamps organised were devoted to a TEENAGE public</p> <p>Mid and long term projects</p> <p>MLTV: 1198 EVS: 525</p> <p>1589 camp leaders</p>	<ul style="list-style-type: none"> ● 30% of workcamps implemented in ENVIRONMENTAL field ● 30% in RENOVATION ● 8% KIDS ● 5% MANUAL WORK ● 5% FESTIVAL ● 3% SOCIAL <p>10% of all workcamps organised were devoted to a TEENAGE public</p> <p>Mid and long term projects</p> <p>MLTV: 1224 EVS/ESC: 505</p> <p>1555 camp leaders</p>
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Alliance Structure and Management

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

According to article 5.1 of the Constitution the Executive Committee (EC) is in charge of Alliance management in accordance with the decisions of the General Assembly.

No EC member may serve the **Executive Committee** for more than six consecutive years in a core position, and no longer than seven consecutive years in general.

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 continuity and ensure a good handover between EC members, 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.

The EC members are working voluntarily and physically meet five times per year. In between the meetings the EC members work very intensively on their personal tasks and meet online on a constant basis.

During the online and residential meetings the EC discusses about Alliance events and projects, the network financial situation, the communication with members and working groups, strategic issues for IVS and about the cooperation with other regional and international networks. The meetings are important for the exchange of views among EC members and for planning the future projects, capacity building and networking events.

During 2019 Alliance Executive Committee was composed by:

Mattia Lolli, Legambiente, Italy, **President**
Jannika Mumme, IBG, Germany, **Vice-President**
Anthony Crochu, Concordia FR, France, **Treasurer**
Philipp Melikyan, HUU, Armenia, **General Secretary**
Jana Gander, VJF, Germany, **Vice-President for External Relations**
Tilemachos Boni, Elix, Greece, **Additional Member**

After the General Assembly, held in Mozet, Belgium, in November 2019, a new Alliance Executive Committee was constituted.

In fact in November 2019, three members of the previous EC - Mattia, Jana and Tilemachos - arrived at the end of their mandates.

The new Alliance EC is composed as follows:

Lasse Jensen, MS Denmark, **President**
Jannika Mumme, IBG, Germany, **Vice-President**
Anthony Crochu, Concordia FR, France, **Treasurer**
Philipp Melikyan, HUJ, Armenia, **General Secretary**
Simon Geeraert, Compagnons Bâisseurs Belgium, **Vice-President for External Relations**
Thomas Hauptvogel, VJF, Germany, **Additional Member**

Alliance EC counts on a 7th non-elected and non-voting member, **Alliance Secretary**.

Since 2017, this staff position is covered by **Serena Verlato**, working in Rome, Italy, at the premises of Alliance member organisation **Lunaria**, hosting the network Secretariat.



Together with the network Executive Committee and Secretariat, **Alliance Working Groups (WGs) and Committees** carry out most of the network initiatives.

The creation of Working Groups and Committees was a result of members' will of being more involved in the Alliance work, of developing new topics, and of increasing the quality of their cooperation, sharing expertise, supporting each other, developing joint activities as the means to achieve bigger common goals.

The majority of Alliance members are very active in Alliance Working Groups and Committees, where they are represented by their volunteers and youth workers, actively participate in the network bodies and life.

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

In 2019 the Alliance had the following Working Groups and Committees:

- **Access4All Working Group** (A4AWG)
- **Alliance Development Committee** (ADC)
- **Environmental Sustainability Working Group** (ESWG)
- **External Relations Committee** (ERC)
- **Staff Development Working Group** (SDWG)
- **Gender Equality Working Group** (GEWG)
- **Training Needs Working Group** (TNWG)

Three Task Forces¹ were active in 2019, according to the decision of GA 2018.

- **Volunteering in Orphanages Task Force**, established in order to investigate during one year the issues possibly arising from this kind of volunteering and in order to settle a series of quality criteria for volunteering projects running in orphanages and children homes.
- **100th anniversary Task Force**, established to start planning the activities to be implemented during 2020, to celebrate the 100th years of the International Voluntary Service (IVS) movement.
- **Monitoring and Evaluation Task Force**, established by GA 2018 to start developing a common network strategy for monitoring and evaluation and a self- monitoring and evaluation tool that all members can use, to assess their work and the impact of their project. Following the activities of this Task Force, monitoring and evaluation have been recognized and established as a core part of Alliance working culture: in fact GA 2019 decided to transform the Monitoring and Evaluation Task Force into a M&E Committee, meaning a new permanent body of Alliance network.
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In 2019, Alliance Working Groups and Committees were composed as follows: A4AWG 10 members, ADC 9 members, ESWG 13 members, ERC 7 members,

¹ Task Forces are Alliance bodies active during one year. They are established by decision of a General Assembly and come to an end, automatically, at the next GA of the following year.

GEWG 6 members, SDWG 13 members, TNWG 9 members.

All in all, **67 volunteers from 30 member organisations in 21 different countries were involved in Alliance WGs and committees in 2019.**

Concerning the participation in Alliance Task Forces, 25 volunteers and activists from 20 Alliance organisations based in 16 countries, were involved in them: 7 members were active in the "Volunteering in Orphanages" Task Force", 8 members were active in the "100th anniversary Task Force", and 10 members were active in the "Monitoring and Evaluation Task Force".

As anticipated above, it is important to stress that **Alliance GA 2019 voted in favor of the creation of a new body: Alliance Monitoring and Evaluation Committee**, active from January 2020, in charge of developing the network monitoring and evaluation strategy and make sure that monitoring and evaluation become at the core of Alliance and its members' work.

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

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 WGs and Committees' members, since 2012 the network organizes in September a **Joint Meeting** (JM) that gathers at the same time the Executive Committee and all Alliance Working Groups and Committees.

Since 2018, this practice has been doubled and the network also organises a Joint Meeting in January too, for the main bodies of the network to kick-off Alliance year all together.

In 2019, Alliance Joint Meetings took place in:

- Athens, Greece, hosted by the member organisation Elix, in January.
- Holloko, Hungary, hosted by the member organisation Egyesek, in September.

At the same time, in 2019 the Alliance Executive (EC) and Management (MC) Committees held the following meetings:

1. EC-MC meetings of January 2019, hosted by Elix, in Athens, Greece

2. EC-MC meeting of September 2019, hosted by Egyesek, in Holloko, Hungary
3. EC-MC meeting of November 2019, hosted by CBB and Javva, in Mozet, Belgium

As a European NGO and cooperative network gathering independent national youth organisations, Alliance's structure allows all members, even small organisations, to be involved in the network management. Members are very active in taking responsibilities, and with the support of the EC and the Secretariat they carry out most of the initiatives and campaigns implemented.

Our management structure keeps the Alliance an efficient and friendly cooperative international organisation.

This said, during the most recent years it started to be clear that the current structure, almost entirely based on volunteer positions, is probably no longer suitable for the big amount of activities that the network carries on and for the ambitious goals that we have and that were set for network future by Alliance Congress of 2014.

It is also in light of this feeling that during 2019 a self-reflection cycle, the "**Congressino**", was carried on by the network bodies and people covering the managing positions. This reflection path aimed to understand if Alliance structure, actions and working methods are the right ones to realize our vision and mission.

Inspired by Congressino reflections and outcomes, that will be better described later on in this annual report, Alliance General Assembly 2019 decided to mandate specific Alliance bodies and positions to explore possibilities for changes in Alliance structure and identify ways to empower the network Secretariat, in order to make the volunteer positions of the Executive and Management Committee feasible again and make sure that the network will fully achieve the goals that were set by the Congress 2014.

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.

Alliance Secretary is in charge of projects applications and reporting, projects follow up, attendance of events and meetings of projects the Alliance is partner of, communication (monthly newsletter, website management...), preparation of EC meetings, management of Alliance archives.

Apart from the Alliance Secretary, the other paid staff positions of the network are the Financial Assistant (AFA) and the Course Director, both hired as external consultants. The **Financial Assistant** is hosted by the organisation holding the Treasurer position, that is currently Concordia France, and has the responsibility to help to carry out Treasurer's duties.

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

Report of Alliance Executive Committee for the year 2019²

Mattia Lolli, Alliance President
Legambiente, Italy

2019 is my last year as Alliance President. That's why the report of this year has a particular value for me. Because it gives me the opportunity to reflect on the work I have done in these **4 years of mandate**. Thinking about when I started this journey in the EC, as Additional Member, after the first Alliance Congress in 2014, it feels like a long and magic trip made of passion, challenges, friendship, motivation, responsibility, but more than anything else, proud, proud to represent and be part of such an amazing Network and movement. That's why I need to start this report by saying thank you and sharing a virtual hug with all the fantastic people in the Alliance that I had the pleasure to work with and to all the people and organisations that honoured me with their trust in these years.

Checking the **Congress resolutions 2014**, as we did in the frame of Congressino process, I can see that through these years we managed to achieve more than I expected. We are now in the process of collecting and putting together all the different feedback and data from Alliance bodies and Members that will be presented and discussed at the Congressino, but some points for us are already clear and I would like to highlight them here.

We are a **Cooperative Network**. That's why in these 5 years we made a strong effort to make the **management of the Network more open, participative and closer to the Members**; we increased the communication and updates from EC; we provided more space for the Members to share about their needs and challenges, we worked hard to involve more our Partners and Guests in the life of the Network.

We also implemented a deep **revision of the main Alliance events**, with the complete restructuring of the Technical Meeting, introducing the practice of January Meetings of Working Groups and putting in place the process for General Assembly improvement.

We worked on **tackling the decreasing number of volunteers with concrete actions** like capacity building and stronger coordination for on-line promotion and marketing, but also with the adoption of the Alliance Placement Tool . We worked on the quality of our projects and cooperation, providing support through programs like

² The reports of Alliance Executive Committee, Secretariat, Working Groups, Committees and Task Forces, available in this section were approved by Alliance GA 2019.

the **Long-Term Training Course**, but also through **solidarity measures** that could support organisations facing particular challenges. We developed innovative practice to evaluate the cooperation with our partners and guests and this year we prioritized the work on **Monitoring and Evaluation** mechanisms among Alliance Members, with a strong focus on our working structures and methodologies (especially through the Congressino).

We also **revised the contribution system** in which Members, Partners and Guests support the life of the Alliance, making it more clear, transparent and sustainable.

#WearetheAlliance! In these five years the Network made an incredible jump ahead in terms of **visibility and recognition**. The preliminary discussions for the European Solidarity Corps saw the Alliance as one of the important actors advocating for the needs of IVS organisations, very well known and recognized by the European Institutions. We managed to stop some of the major threats foreseen in the first ESC drafts and to put on the table important changes that are now enabling more and more of our Members to fund their workcamps and activities.

We did this thanks to a strong **cooperation with the European Youth Forum**, where the Alliance is now one of the main voices when it comes to volunteering and non-formal education policies, as it has been confirmed by the fantastic result of our representative Tilemachos Boni in the elections for the Advisory Council of the European Youth Foundation (see his AM report for more information).

In these years our advocacy strength and capacity increased also thanks to a **stronger cooperation with our sister networks** (especially CCIVS, NVDA and SCI), with whom we are working more and more as part of the same IVS movement and we should continue to do so particularly in the light of workcamps 100 years anniversary. In this frame it is also important to mention the important work done to establish **new partnerships and relations** as it happened with the Youth of European Minorities (YEN) and VYRE (Voices of Young Refugees), a concrete way to speak louder against intolerance in Europe and to spread and share the values of IVS with new stakeholders.

We strongly stated together the fundamental political and social impact of International Voluntary Service. To **carry across the world values like social inclusion, gender equality, climate justice**.

But there is also another side of the story. All these achievements required **more and more centralized and operational work** that needs to be delivered by a structure that is basically on the shoulders of volunteers. This is our greatest

richness and we should never forget or underestimate it. All this work (and I mentioned here only some highlights) has been ensured by the voluntary commitment of the "Alliance community" and of course thanks to the fantastic work of the (small) Alliance staff and especially by our Secretary Serena Verlato. But with more and more inputs and tasks coming in, **this system is becoming less sustainable every year**. Furthermore, with the decreasing number of volunteers, many of our members also have less energy and resources to put into the Alliance, and this is evident particularly in the lack of interested candidates for the Network management positions.

We are at a turning point. We have a river to cross ahead of us. This river represents all these challenges that our movement is facing in front of its 100 year anniversary, in a complete different world and context, in which also the existence of Europe itself is somehow threatened by the ghost of xenophobia and nationalism. We have two ways to go: we may be too scared from the river and decide to move backwards, on our individual and national work dimension, focusing just on the technical aspects of our cooperation. Or we can face this challenge together, taking it as an opportunity to change and develop, to listen to each other's needs and ideas and try to use these as small stones to build a bridge on which we can all cross the river. I hope that we will go for the second one, and I believe that the Congressino can be the moment to do that, setting a road map for the next years, for the IVS movement to take its role of messenger of peace, justice and freedom, in a world the needs those more than ever.

Jannika Mumme, Alliance Vice-President
IBG, Germany

2019 was a special year, not least in terms of the internal life of the Alliance: while the exceptional circumstances of **Congressino**, five years after the Congress of 2014, shaped the discussions and course of the year, the upcoming 100th anniversary of workcamps in 2020 already cast its shadows. Hence, the past months were an important period in the network life of the Alliance that allowed and requested **sincere reflections about who we are as part of the IVS movement and as a network, how we work, what we can realistically achieve, and particularly relevant: how we want to proceed in the future**. It demanded a lot of out-of-the-box thinking and visioning, and made for a very particular set of tasks in the course of the year.

Having outlined this context of the past year, I would like to share with you some **highlights of 2019** with regard to the internal network life of the Alliance as well as projects and campaigns. For further information and details, please refer to the exhaustive report on the Plan of Action 2019.

Working Groups, Committees and Task Forces

In 2018, the call for working groups (WGs) and committees was issued in Mid-October, prior to the General Assembly (GA) and with an application deadline right after the GA. The call to join task forces, on the other hand, was sent right after the GA with an application deadline beginning of December. This division of calls turned out challenging in so far as two calls that were content-wise very close had to be managed separately. Nevertheless, the logic of an earlier call to join WGs and committees remains valid: the idea behind was to allow the groups to kick off their work earlier than in previous years when group formation happened in December only. This practice shall be kept in 2019.

The **composition of groups** in 2018/2019 was as follows (including coordinators, excluding „silent members“): A4AWG 10 members, ADC 9 members, ESWG 13 members, ERC 8 members, GEWG 6 members, SDWG 13 members, TNWG 9 members. All in all, 67 volunteers from 30 member organisations in 21 different countries were involved in Alliance WGs and committees in 2019, in comparison to 92 volunteers from 30 Alliance member organisations in 2018 and 86 volunteers from 32 member organisations in 2017. Hence, there was a decline in the total number of volunteers involved, while the members involved remained stable. As regards Alliance task forces, the GA 2018 acceded to opening three groups which later comprised the following numbers of volunteers: Volunteering in Orphanages Task Force 7 members, 100th anniversary Task Force 8 members, and Monitoring and Evaluation Task Force 10 members. For details on the various groups' work, please refer to the report of WGs and committees.

One central point of discussion between the Alliance EC, MC and the various groups was the question how volunteers' engagement in the Alliance could be best nurtured, supported and utilized. The volunteers involved in the network life are a very skilled, motivated and invaluable resource, but its full potential has not yet been tapped. More targeted delegation of tasks and closer collaboration within the MC were naturally occurring ideas; however, this question needs to be addressed further during and after the Congressino.

Alliance Course Director

In 2017, the GA had approved an Alliance Course Director (ACD) mandate for two years, which was, back then, assumed by Dushan Milojevic for one year. Consequently, a call to find Dushan's successor in the ACD position was sent prior to the GA 2018, the tasks relating in particular to the Congressino cycle and the EYF Study Session the Alliance ran together with YEN in 2019, and the EYF workplan application for the Long-Term Training Course 2020. The call was answered by one applicant, Natalia Nikitina from Russia. The **GA 2018 consented to opening the ACD position for another two years and appointing Natalia as ACD for one year**, employed through EstYES.

Due to challenges in the cooperation, the collaboration with the appointed ACD was terminated in mutual agreement sooner than expected, with the fulfillment of the tasks related to the Study Session and LTTC application. The situation showed once more that the position needs revision, both in terms of workload and required profile of applicants. In order to ensure the follow-up of the remaining ACD tasks, notably related to the LTTC 2020, a less demanding call for a one-year ACD position was sent after the Joint Meeting 2019. With the consent of the GA 2019, a **project coordinator** shall be appointed to take over coordination of the upcoming LTTC. The further continuation of the ACD position, however.

Internal events within the Congressino cycle

As already mentioned, the past year was very much influenced by the Congressino cycle:

- **24th to 28th January 2019**, a meeting of the EC and 2-3 members of each WG and committee took place in Athens, Greece, hosted by ELIX. Core of this meeting, the **kick-off of the Congressino cycle**, was to start deconstructing and revising Alliance working structures by elaborating clear definitions of aims and functions of the different Alliance bodies (WGs/Committees), identifying problems in the working practices, and starting to envision draft changes in the working practices.
- The results were shared at the **Technical Meeting**, 28th February to 7th March 2019, hosted in Antalya, Turkey, by GÖNÜLLÜ HİZMETLER DERNEĞİ – GHD (previously Gençtur).
- Subsequently, a **Congressino Preparation Team (Prep Team) was formed**, composed of Xenia Koutentaki, Marija Pantelic and Yulia Utenkova, later complemented by Giovanna Pignatti as data analyst

- 15th to 18th May, a **meeting of the EC, ADC and Congressino Prep Team** took place in Oßmannstedt, Germany, hosted by Open Houses. Core of this meeting was putting the final Congressino event in autumn into more concrete terms and planning the next steps to take, in particular qualitative and quantitative data collection and analysis in order to understand how far the Alliance got in realizing the Congress Resolution of 2014.

- The **Joint Meeting of Alliance WGs and committees**, hosted by Egyesek in Hollókő from 6th to 12th September 2019, was used for feedback and more detailed scheduling of Congressino.

Many people - in Alliance WGs, committees, the Prep Team - spent considerable amounts of time and effort on the Congressino cycle until now. Thank you so much for the commitment!

Projects and campaigns

In 2019, the Alliance was partner in the following projects:

- **STEPS to the Future** (Erasmus+ KA2 by CCIVS) on organisational development within IVS as a global movement, comprising a steering team meeting and experts seminar (January 2019; Estonia), a training for trainers (May 2019; Italy), on field trainings (May 2019 till September 2019; Europe, Nigeria and Thailand), and a MOOC production lab (November 2019; Hungary).

- **IVS4Peace** Inclusive Voluntary Service for Peace (Erasmus+ KA3 by CCIVS) on inclusion of young people with fewer opportunities. In this project, current social inclusion practices of a variety of IVS organisations have been collected and tested in order to analyze their impact, improve them by means of Laboratories and develop common guidelines.

Moreover, the Alliance developed and ran:

- **Study Session "CONTRAPUNCTUS EUROPEUS - European Youth Against Populism and Xenophobia"** together with Youth of European Nationalities (YEN). The Study Session, implemented thanks to the support of the European Youth Foundation, took place 23rd to 29th June 2019 in the European Youth Center Budapest in Hungary.

Projects that the Alliance will be part of or run next year include, as of now:

- **Frame(v)work** (Erasmus+ KA2 by Egyesek on behalf of CCIVS; submitted in February 2019) which focuses on the topic of decreasing numbers of volunteers and aims to establish shared quality standards for workcamps implementation and volunteers' preparation and placement. The project also aims to develop a "culture" of impact measurement and evaluation in workcamps and discuss and find solutions for the "lack of reciprocity" in the exchange of volunteers in the different IVS regions of the world.

- **Alliance Long-Term Training Course** (LTTC; submitted to and approved by EYF (for co-financing, an Erasmus+ application was prepared and will be submitted by VJF to the German NA by the October deadline *[post note - NOT approved]*).

Projects that the Alliance will be part of in 2020 in case they get approved:

- **A4AWG Training Course DSITEV** (Erasmus+ KA1 which will be submitted by Elix to the Greek NA by the October deadline), which aims to **increase the capacities of youth workers to reach, inform and mobilize youth with fewer opportunities into volunteering initiatives** to increase the skills of youth workers to implement volunteering activities adapted to this target group and to address the challenges and fears of organisations when sending volunteers with fewer opportunities, demonstrating that it is feasible and sustainable. *[post note - approved]*

- **ConsultAction** (Erasmus+ KA3 by CCIVS; submitted in July 2019), which aims to implement a deep analysis of all statistical data produced by the different IVS networks partners of the project, consult young people on their interests and needs, investigate about the reasons of the current challenges of the IVS world (like the decrease in numbers of volunteers), and finally contribute to shape the EU Youth Strategy with inputs from an IVS perspective. *[post note - NOT approved]*

- **Improve your impact** (Erasmus+ KA2 which will be submitted by SCI Slovenia to the Slovenian NA by the October deadline, the consortium of partners comprising YRS and INEX SDA, the Alliance joining as an associate partner), which will work on an upgraded application of the INEX SDA tool IMPROVE, and aims to increase recognition of the skills used and developed during workcamps among volunteers and to raise awareness of how important civic engagement is in their personal/professional development. *[post note - approved]*

- **Time2Team** (Erasmus+ KA2 which Concordia France will apply for at the October deadline), aiming to discuss about the **volunteering teams that are part of the European Solidarity Corps programme** and to determine good practices and/or guidelines and recommendations for Alliance members to use this tool.

Last but not least, the Alliance joined two campaigns that were coordinated by our sister network CCIVS:

- **Raising Peace Campaign:** On behalf of the Alliance, Hugo Hecquard and Giada Martin joined the steering team and communications team of the Raising Peace Campaign 2019. Activities within the campaign included a planning meeting (April 2019 in Spain), several Raising Peace camps run by participating organisations throughout the summer, and the Global Human Rights Week in October 2019.

- **IVS 4 Climate Justice:** The campaign comprised a Global Action Day for Climate Justice on 8th August 2019 and several Climate Justice camps run by participating organisations throughout the summer.

A heartfelt thank-you, at this point, to everyone who followed up on projects and/or campaigns on behalf of the Alliance in 2019!

Personal notes and recommendations

Concluding this report, I want to express my deep gratitude to all those whose support, knowledge and patience I have benefited from throughout this year, in particular our Alliance Secretary Serena Verlato and my fellow EC members - we were a great team and I certainly learned and developed a lot!

However, while I definitely enjoyed contributing to the IVS movement through the Alliance, this year clearly showed myself and us the limits and finite capacities of voluntary work in managing a network such as the Alliance. Workload and responsibilities on the shoulders of so few people grew to reach an unsustainable level. At the same time, it got more and more difficult to find volunteers within the Alliance to fill positions or support in other ways. Throughout this year, we discussed

a lot about our internal challenges and started to develop ideas for possible solutions. I strongly recommend and particularly wish for three of them:

- development of a **stronger Alliance Secretariat** to ensure proper management of the network and relieve pressure on volunteer positions;
- reconsideration of the **way tasks are shared** among parties within the network, and how the various Alliance bodies collaborate;
- elaboration of a clear **vision** of the Alliance as a network in the IVS movement, and based on this, formulation of **strategic actions** towards the vision, which are then **prioritized (annual Plan of Action)** and executed step by step. Very important in this context: Clear terminology, and constant monitoring and evaluation.

With regard to the internal functioning and strategic development of the Alliance, I consider these aspects as crucial and inevitable. But they cannot make up for volunteer-power, the support of each and everyone of us. After all, we are more than an INGYO, we are an IVS network and we should walk the talk. #Let'sMakeChangeHappen TOGETHER.

Anthony Crochu, Alliance Treasurer
Concordia FR, France

You will find below the Treasurer report for the work done in 2019. As complement to my report, please check the closed accounts budget 2018 and the provisional budget 2020 together with my comments and explanations about these two budgets.

We started the year 2019 with a **2 days transition meeting in Glasgow** with Martin Avila, former Treasurer, Clare McIntyre, former Alliance Financial Assistant, and Marco Paoli, the new Alliance Financial Assistant. These 2 days were very profitable and needed in order to ensure the transition between the Treasurers, and to clarify and resolve some specific situations in different accounts.

One of the main issues was to **sort out the Members accounts situation** and especially clean some very old debts from Members' accounts or resolve some

unexplained situation. This work is not totally finished but we are on a good way and we hope to finish it during the next financial year (2019 closed accounts). We also could improve the follow up of the Members and Partnership Fees, taking into consideration the new calculation system adopted at the General Assembly.

These consideration brings me to **create new tools**, shared on a cloud storage service (so reachable by all the EC Members and Secretariat at any time), to follow:

- Members and Partnership including 4 different tabs: Contacts and History (contacts, participation and status of each organisation year by year), Partners Evaluation (results of the Partners evaluation done the previous years), Fees Payment (to follow the payment of the fees since 2016), Fees Calculation (to have a clear way of calculating the 2019 Fees).
- The Grants, Projects and Events finances follow up including 6 tabs: the follow up of the Administrative Grants (Erasmus+ and EYF), the EYF Workplans and Alliance projects, the Alliance events, the other projects run by other organisations or network, the transactions 2019 (all the incomes and expenses done during the last year) and a Budget 2019 which is automatically updated, adjusted with the transactions that are really done day by day.

These tools for sure permit the EC members and the Secretariat to have a better view of the situation at any given time but also to have a **permanent update and better sharing** of the financial and network sustainability issues. It still needs an appropriation and assimilation by the different networks bodies but I'm sure we will improve it and better use it in order to take the best decisions or to guide our future actions.

As an example, we could this year produce the **invoices for the Membership and Partnership Fees** in the beginning of the year, permitting for many Members and Partners the payment of their fees at the Technical Meeting in Turkey. A big effort has also been made on the communication and the explanation of the new fee calculation.

Part of the Treasurer tasks is also to follow the **grants applications and reports**. Consequently, I have supported the Alliance Secretariat in February 2019 for the final report of the Erasmus+ KA3 Administrative grant (2018, first year) and the EYF

Structural grant (2018, first year). Both of them have been approved and the final payments for 2018 have been done in April 2019.

The application for the second year of the Erasmus+ Admin grant (2019) has been done in December 2018, accepted and we received the payment in June 2019. The application for the second year of the EYF Structural grant has been done in February 2019, accepted and we received the payment in May 2019.

In parallel, the application to the EYF Annual Work Plan (LTTC 2020) has been done in March 2019 and was then approved.

Another assignment of the Treasurer is to follow the financial aspect of the **constitutional meetings and events**. Linked to this mission, I was in close contact with ELIX for the January Joint Meeting, Genctur/GHD for the Technical Meeting, Open Houses for an EC/ADC Meeting in May, Egyesek for the September Joint Meeting and CBB/JAVVA for the Congressino and General Assembly.

In this report, I want to thank all of them for their great support and cooperation, specifically for helping us to find financial sustainable ways to organise these events.

The Alliance is also **partner of some projects** run by the CCIVS (IVS4Peace, STEPS II) or other organisation (Frame(v)work, coordinated by Egyesek). The Treasurer also supported the Alliance Secretariat with the financial aspects of these projects (like to justify the staff costs included in the application).

Finally, I also worked on a few other tasks that were not expected or assigned to the Treasurer position, like the **new Statistics tool** (more flexible and practical) or the idea of having shared archives on a specific cloud storage service for Non-profit organisations (not finished).

To conclude this report, I also want to express my deep gratitude to all my friends and partners who supported me during this year, the Executive Committee for its patience and great help, our Alliance Secretary Serena Verlato for her constant support and collaboration, Martin Avila and Clare McIntyre, former Treasurer and Alliance Financial Assistant, Marco Paoli and Gregory Van de Put for their wise advice and prodigious work.

Philipp Melikyan, Alliance General Secretary *HUJ, Armenia*

This year has been a **year of reflection and discussions about the present and future** of the network, special in many ways, which I will try to reflect in my report and provide some insights also from my side about the outcomes of said reflections. Unchangedly, the report of the General Secretary is starting with acknowledgement of an invaluable contribution of Alliance Secretary, Serena Verlato, to the wellbeing of the network. It is imperative to mention that many of tasks associated with my position have been and remain transferred to Serena and you will be able to get more information about them in her report.

Thoughts on Alliance Staff

Continuing the conversation on Alliance staff, it is important to mention that the EC has spent much time discussing the future of the staff and the possible trajectories for their development to ensure continued improvement of Alliance practices and sustainability of the network's activities on high level. A special place in this discussion is devoted to the position of Alliance Secretary, as (currently) the only full-time employee of the network and the position that is vital for the network's sustainability.

It has been a unanimous agreement that the position has grown throughout the years and we see a potential for further development based on the needs of the network to have professional support in operational management impossible with voluntary commitment. Similarly, as mentioned for several years in GS report, the position of the GS mirrors a lot the tasks of Alliance Secretariat and provides confusion on the level of statutory documents (i.e. many of the tasks assigned to GS in the said documents are implemented by the AS). As for other positions/bodies of the network, the tasks of Secretariat and its role have been a big topic throughout the year aiming to empower this body in such areas as training and additional workforce through interns and long-term volunteers based in Alliance Secretariat. We anticipate that this topic will be tangled by the Congressino event and membership will be able to compile a **plan for restructuring and empowering this essential body of the network** in a way that will ensure the growth and validation of the staff.

Partners and Guests

As in the past years, one of the convictions of this EC has been providing transparency for all Alliance organisations about the Network's development, as well as insurance that **proper introductions to the Alliance life and guidance is available for Alliance partners and guests**. In this regard a special outcome of the last year is re-introduction of the **involvement program** for organisations from

countries where Alliance is not present. This year we have had **two organisations benefiting from the program** and the outcome of their guest status will be visible from this year's GA.

As last year, thanks to the new structure of the Technical Meeting, it was possible to ensure a **workshop** on the recent developments and a Q&A session for **Alliance partners and guests**, which allowed to have a moment to gather feedback from them and to answer potential questions. This measure was part of the work done on involvement of Partners and Guests in Alliance life, one of issues that the EC has been working on in the last years. It was equally important to have an opportunity also for bilateral meetings with some of the partners. We see it as an outcome of these measures that there are Partner organisations applying for Alliance Membership.

Some reflections about TM

For the second year the Technical Meeting is organised with a new structure, adopted at the GA 2017. According to the collected feedback, overall evaluation of the event is positive and respondents agree with the changes to the practices. The division in the first days seems confusing for some and this will be one of the tasks for the future to ensure this change and structure to become more sustainable and usable.

There are two trends that persist in the last years connected with the TM. One of them is that every year the EC receives guest applications after the GA's adoption of invitation list. As every year, such applications are decided upon by the EC, mostly after consultation with different bodies of the network, based on the membership policy. This is a practice we need to acknowledge as a fact, since many of those organisations come directly from the presence of Alliance in different events after the rise of the GA. The other trend is a less positive one: the number of organisations (and participants) present at the TM is decreasing each year. This trend is alerting especially for partner and guest organisations, less so for members.

We know that there are many positive practices we have about the event and having an event of such scale is where Alliance is a pioneer in IVS world, yet there is always space for development. Luckily, constant improvement and elaboration of working practices for the TM is ongoing and we would like to thank the hosts for their contribution to the desired flawlessness of the TM.

Some reflections about the next GA

Following the evaluation of last year's GA, conversations about the development of this event and overall discussions about working practices, the EC with support of

ADC and sourcing the experience existing in the network have revised some of the aspects of the event, as well as made plans for future improvements.

We believe that the introduced changes to the working methods (you may find those in the Annex 01 in the first mailing) will ensure a **better participation of delegates in discussions and by consequence contribute to an improved decision-making**. Further on, this year thanks to our Alliance Secretary we have initiated the process of investigating solutions for electronic voting systems that will allow to spare time on votings after it is introduced in the coming years.

Jana Gander, Alliance Vice-President for External Relations
VJF, Germany

2019 has been a special year and this also reflects itself in this report. As this will be my last report as Vice President for External Relations of the Alliance of European Voluntary Service Organisations I would like to start with a thank you note: Thanks to all those people who have been part of this journey with me, who have worked with me, listened and tried to change the world a bit – one volunteer at a time. This is what I still believe. I think it is possible to make change happen through (International) Voluntary Service and support this change through structures like the Alliance.

However, the past years have also shown where the limits of these structures are. And that is why I would like to share with you a reflection of my thoughts that derive from the experience in the Executive Committee, which I had the honor to be part of with an ever changing but always amazing team. Beginning with a short notice on my position, I will then pass to the overall tasks and challenges on the road. The report is meant to stay as short as possible. If you have any further questions, please don't hesitate to contact me at any time or approach me during the General Assembly.

External Relations and Representation in 2019

The last GA brought a new team constellation and new tasks. Tilemachos Boni entered the EC. He had been very active as Advocacy Coordinator in the ERC and shown an immense commitment to advocacy within the YFJ and beyond. At the same time, the GA asked to put more focus on Monitoring and Evaluation (M&E) following the General Conference on M&E, which brought a series of ideas and mini-projects to be developed. This culminated in the establishment of a Task Force, which needed to be coordinated.

As it was clear that this was going to be my last year, the Alliance year began with a hand over of the tasks of the VPER at the first meeting of the year, to Tilemachos Boni³. The tasks were mainly coordinated by Tile with my support when and if needed. I followed up on tasks such as GLMTV and tried to still keep an overall eye on the position. The focus of Tile's work regarding external relations can be found in his report in the Additional Member's section.

I would like to stress once again what I already stressed in last year's report:

1. Looking for synergies: this means to **strongly align with e.g. our sister networks** and see where we can act and be present as a movement. This can be done using the **Global Meeting of IVS Networks and the campaigns**.
2. **Put external relations on several shoulders**: the idea of an advocacy coordinator was very good. However, it turned out to be not or only half feasible this year (due to involvement in the ERC and its members being active in other fields as well). Nevertheless, using the ERC and all Working Groups as **Pool of Ambassadors** is necessary to be able to manage the events and places we could possibly go.
3. **The VPER position's role should be a coordinative one**: understanding what is going on, who is going where, who needs what kind of preparation and what needs to be done and being coordinated. That is not to say that VPER should not represent. The person should. But it is a joint task with the president and focus on representation where a representative of the EC is needed.

Monitoring and Evaluation

As mentioned above, the position of coordinating the Monitoring Task Force then was assigned to me. It is clear in the Congress resolutions of 2014 that this topic needs to be given attention. We have been running surveys, trying to evaluate our meetings and work and improve since I have been part of the Alliance – and long before. However, some structures would be helpful if they

³ Unfortunately, it became clear at the Joint Meeting that Tilemachos would not be able to take over the VPER position, which now leaves us with another person to be found by the GA 2019.

[post note: Simon Geeraert of Compagnons Bâtisseurs Belgium, was elected as VPER by GA 2019]

were in place and also something like a strategic approach to monitoring and/or evaluating what we do. You can find more information on how the Task Force worked and what has been achieved during the course of the year.

Challenges

As mentioned already in my previous report: we should start a discussion about what can be done in voluntary positions with respect to what the network aims at. What do we want? Where do we want to go? How can we achieve that? And is it still feasible with the work resting primarily on voluntary positions?

During those 5 years in the management of the Alliance I have:

- had the pleasure to meet so many great and inspiring people,
- learned how enriching (but also difficult at times) it can be to work (primarily online) in an international team,
- made new contacts for Alliance, helped establish partnerships and began to develop a strategic approach towards Alliance representation,
- learned how to become more efficient, not to take things too personal and get less stressed when the craziness comes over you...

But besides this, I have also:

- seen myself and others be completely overloaded with tasks while nevertheless trying hard to still make things work,
- seen dedicated, inspiring and active people leave,
- tried to find people who would want to join the management in very exciting and enriching positions but failed,
- begun to understand that the structure as it is now, no longer serves the needs of a network as big as the Alliance.

The Alliance is a great network, but it seems that we are deconstructing the basis that we are build on. I would wish for a discussion about our vision and ultimately following a discussion on how we can realistically make this happen.

We will run the Congressino this year. Five years after the first Congress in Italy (where we identified the Alliance vision and mission for the upcoming ten

years), we want to review our strategy. We want to understand how the vision has been accepted and if and how it has been translated into action: Where have we come? What has been achieved? What is still left and what might be obsolete? It will be, once again, an event run primarily on volunteer engagement. We therefore need you, the Alliance members, to be there and support, discuss and do what I still believe we do best: make change happen.

Tilemachos Boni, Alliance Additional Member
Elix, Greece

The Additional Member is elected for a term of one year and as this year is coming to an end I would like to share with you the general overview of the achievements through this position. Within the EC, for this year, it was decided that a major part of the tasks that concern the External Relations would be dealt by this position. Therefore, my main focus has been external relations and advocacy without excluding the work that needed to be done within the EC for the general functioning and management of the network.

Advocacy within the Council of Europe

The highlight for this year has been the elections for the Advisory Council (AC) that took place during the European Youth Forum Council of Members in April in Brussels. Our nomination received 53 votes out of the 65 total which placed us in the second place among all the candidates.

The mandate for the Advisory Council will run for 2020-2021 and one of the main priorities of the Alliance will be the Programming Committee on Youth.

Advocacy for EU Funding

Currently there are ongoing negotiations concerning the budget of the EU for the programming period 2021-2027 which highly concern the Alliance and the members. Main areas of focus in that has been to advocate and work in the increase of the envelope concerning the Operating Grants for EU wide networks such as Alliance, as well as the reshaping of Erasmus+ and the European Solidarity Corps programmes. This work is done thanks to our mandate in the Expert Group on Funding of the European Youth Forum.

About Operating Grants:

Through the Expert Group on Funding we are currently aiming at an increase of the maximum operating grant of Erasmus+ from 50000 euros to approx. 120000 euros. This will provide an important financial support that will allow us to ensure

better sustainability of our activities and governance structure. This will ensure that our network has more capacities in developing activities and supporting the members.

About European Solidarity Corps:

The programme has already been launched and implemented, however the Commission is constantly seeking input on its improvement. Current issues dealt through the Expert Group on Funding is the inclusivity of the programme and the technical/practical issues concerning the implementation. This is a good “window” for us in order to bring forward issues faced in the national level.

About Erasmus+

It is considered by all relevant EU institutions as a flagship programme that reinforces young people to actively participate in educational and learning activities.

We have been consulted from the EACEA on the effectiveness of the programme as well as the necessary changes for the new programming period. The programme is expected to receive an increased funding of at least double the amount that is currently allocated. There are strong voices inside mainly the European Parliament but also the new Commission for a 3-times increase of budget.

Conclusions

Thanks to the work done over the last years Alliance is right now well recognized as a major stakeholder in volunteering and non-formal education. We have managed to establish this position within the European Youth Forum and we are recognized by its members. European Youth Forum is our main channel for advocacy towards the EU institutions therefore we need to keep working closely and making sure that the needs identified by our members are brought forward therein.

Thank you!

Being part of the EC has been an extraordinary experience that provided me with many inputs about the functioning of the network. I would truly like to thank all the EC members for their commitment and dedication towards the network and their persistence to achieve the best possible result without forgetting the process.

Special thanks goes to the External Relations Committee (ERC), and especially to Paulliina, Marija, Giada and Hugo for being the “AC elections task force” and supporting enormously with the elections process. The result is also thanks to

your support, you are amazing! I am excited to be working together with you in the next year.

A big thanks goes to Serena our Secretary for her strong commitment and support she has been providing to us. It has been an absolute pleasure to work with her and I believe that the network will benefit even more from her strong competences in the years to come.

Report of Alliance Working Groups, Committees and Task Forces for the year 2019

Alliance Development Committee

MISSION

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

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

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

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

The ADC got at least three opportunities to meet in 2019: January Joint Meeting, a meeting in May within the Congressino cycle, and the September Joint Meeting. Despite these three opportunities, we never could gather the whole committee once during the year.

This doesn't mean the committee didn't achieve anything this year, quite the contrary! And I really hope that the next years will prove as fruitful, since the committee is a precious one for the Alliance, and its work has to go on.

Though I cannot be the coordinator next year, I'll be happy to go on as a member of this committee which put upon itself to accomplish great work for the sake of the Alliance. I'm also more than available to support the future coordinator of this committee, which actually doesn't need much coordination but mostly to gather everyone's ideas to align them.

What has been done by ADC in 2019:

Our first task was, as usual, to sort out our PoA. Among the many tasks we have, we decided to pick four main priorities:

◦ **Supporting the Congressino cycle implementation**

As asked to all the working groups and committees, we squeezed our work of the last four years into the pillars defined during the Congress 2014.

Additionally, we attended the May meeting of the Congressino cycle: together with the preparation team, we worked on the structure and expected final outcomes of the November event.

Many members of the ADC will also participate in the November event and are willing to gather a group of interest in order to address the challenges that the Alliance management structures are facing nowadays.

◦ **CCIIVS membership**

ADC made a sum up of all the questions and answers given to the topic of the Alliance becoming CCIIVS member. The idea was to allow all the member organisations to have a clear picture about the matter.

ADC also proposes to the MO's interested to write down a proposal to be voted during the GA, so Alliance can reach a final decision about whether or not we do become member.

◦ **Financial scheme support for TM hosts**

We were mandated by the GA 2018 to find how to decrease the financial risks for the Technical Meeting host. We set in place some new recommendations. This process should be evaluated in the next few months, so we can see if more actions have to be taken to decrease the financial risks. These recommendations should be voted upon during the GA 2019.

◦ **Additionally, we were asked by the EC to work on the improvement of the methods for the GA 2019**

We therefore worked on templates, methods and suggested different changes to apply. We also collaborated with the SDWG in order to bring forward new support for the Newcomers.

What is pending/What do we have in mind for the future:

◦ **Revision of the Alliance management structure**

We started to address this topic as soon as January of this year, but we will need several more years to implement, “debug” and apply properly the revisions proposed.

The steps we made this year were the following:

January '19: Coming up with a proposal for a new Alliance management structure. This is only a proposal, and it should be modified accordingly throughout the process. The idea was presented to the EC.

May '19: Working on how the Congressino can include this topic so as many members as possible have the possibility to work on this topic together with the ADC.

September '19: consulting the Working group members about this new structure in order to start the consultancy process.

November '19: providing a keynote speaker for the Congressino and constituting a group of interest about the topic.

ADC confirm the action of revising the working structure within the Alliance and it will be part of our **PoA for the next three to four years.**

We also specified the outcomes we would like to reach within this time span:

A new structure is adopted which:

- Ensures the sustainability of the Network
- Is flexible/capable to react on members' needs
- Gives space and easy access for the participation of the young volunteers in the network
- Makes the contribution to the network easier
- Increases the efficiency within the network
- Maintain the diversity of the network through a coherent approach
- Serves the agreed vision of the network

° Discussion on IVS nowadays

This topic is dear to our hearts, and we wish to give it the proper time and energy. This discussion might be interesting to have with sister networks in order to have a wider view. It is mentioned to maybe use some of the meetings such as CCIVS Day, GLMTV, or others in order to have all the sister networks present.

The objective is to answer the question: how do we answer the changes?

***Coordinator, Sophie Chielens, Compagnons Bâtisseurs
Belgium***

Access4All Working Group

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.

2019 has been a very active year for the Access For All Working Group (A4AWG). It was our first year of implementation of the YOPI project, the first project done together for all the active members of the Working Group. Also the first year of implementation of the new tools done the year before. Also thanks to the Joint Meeting in September we could work in the future training for youth workers in 2020.

A4AWG Mission

The A4AWG exists to ensure, promote, and facilitate access to everyone to our projects, i.e. workcamps, with a special focus on supporting volunteers with fewer opportunities. Our workcamps must be open for all, regardless of origin, gender, cultural and social background, economic position, education, religion and beliefs, physical and health conditions, and/or disabilities.

Members of the A4AWG

The A4AWG was formed in 2019 by Alban Surmely (SJ), Alicia Holzschuhn (IBG), Anne-Sophie Collard (CBB), Ariadna Isern Creus (Cocat), Birgit Fetty and Daniela Fellingner (Grenzenlos), Jana Konasova (INEX SDA), Victoria Okhapkina (W4U),

Monica Garcia Porto (Concordia France), Julia Rodríguez Nieto (Xchange Scotland); and coordinated by Andres Santiago (ELIX).

Meetings and organisation of tasks

This year, the A4AWG has had the chance to meet physically three times before the GA 2019:

- **January Meeting (January, Greece).** This was the first year for the group to meet so early before the season. The coordinator Andres and the member Alban (SJ) worked on the PoA 2019, prepared new material promotion of the project YOPI in order to present it as a workshop for the TM and worked in the overall planification of year.
- **#IVS4Peace Lab (March, Belgium)** Alliance, and more specifically the A4AWG, is part of the project IVS4Peace, a project coordinated by CCIVS with the aim of including migrants, refugees, asylum seekers and minorities in workcamp. During the lab, members of the A4AWG contributed to the creation of a toolkit to be published in 2020.
- **Alliance Technical Meeting (March, Turkey)** As many of the working group members were present at Alliance Technical Meeting, the group had the opportunity to meet again and discuss the tasks set for the following months. Moreover, a workshop open to all organisations was held to present and promote our new project YOPI.
- **Alliance Joint Meeting (September, Hungary).** Closing of the season, evaluation of our practices, reviewing the PoA for the next two years, creating an AA form for all A4A projects, writing the application for the A4A training and working in communication strategy.

Besides the physical meetings, several video meetings took place in which we worked on the feedback collection for the Congressino Cycle.

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 2018 evaluation: <http://ves.cat/eqch>

An infographic containing some of the most relevant data was created: <https://bit.ly/2BXzp3n>

YOPI 1 and YOPI 2

(Increasing Youth with fewer Opportunities' Participation Into volunteering experiences)

In the last years, several member organizations were doing Erasmus+exchange projects/ESC projects in order to host and send volunteers with fewer opportunities. In order to channel our expertise, we decided as WG to work in a one all project, to create a tool for other organizations, that would be applied in each country with the outcome of sending 4 volunteers to other WG organizations, so finally we were sending 4 and hosting 4, we were 5 organizations (SJ, CONCORDIA, CBB, INEX_SDA, COCAT), so a total of 20 volunteers.

The main purpose of this project is the main mission of the WG, on one hand using short-term voluntary exchange projects as a big educational tool that has a positive impact on participants with lesser opportunities, and on the other hand involve new organizations in the exchange of YWFO.

In the September Join Meeting we analyzed that perhaps a better common strategy to increase YWFO' participation was that as organizations experienced in the hosting and sending YWFO volunteers, we would apply for a second round YOPI involving organizations that normally don't send YWFO to participate to the project. We divided the tasks that SJ would apply with organisations in partner countries and COCAT with organisations in programme countries.

A4AWG TC DSITEV

Our vision is to create a programme of trainings organised on A4AWG on a yearly basis. A training was designed by the A4AWG and applied by ELIX for the year 2020.

The training, DSITEV — Developing Social Inclusion Through European Volunteering, is aimed to train youth workers and develop the capacities of our MOs developing inclusive practices.

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 2019 have been:

- Time and human resources, administrative workload.
- Reduced number of active participants.
- Difficulties in finding next coordinator.

Future visions of the A4AWG

In general lines, the A4AWG wants to keep working on the above mentioned topics: updating and promoting our tools when needed, promoting accessibility and inclusion, and tackling all eventual challenges.

Besides, we will continue promoting our practices through common projects such as YOPI! and support the MOs with training opportunities.

Conclusions

2019 has been a very fruitful year for the A4AWG. All our objectives set for the year and in the PoA were met and the group was active during the year.

As a coordinator, it has been challenging but very inspiring, to support the group in this process.

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

#workcamp4all

Coordinator, Andrès Santiago, Elix Greece

Environmental Sustainability Working Group

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.

Group members in 2019 (13 + 1 silent member)

- Aitziber Miguel, De Amicitia, Coordinator
- Mario Mormile, Yap Italy, member
- Anna Yasinska, Alternative-V, member
- Raphaël Devilliere, Concordia France, member and co-coordinator
- Sara Vaca, Grenzenlos, member
- Zsuzsi Farago, SIW, member
- Aneta Tomeckova, SJ, member
- Sylvi Otranen, Allianssi, member
- Filipp Gurkii, World4You, member
- Grigorii Diatchin, World4You, member
- Alfredo Napoli, Legambiente, member
- Marketa Svobodova, INEX-SDA, member - Peter Husák, Inex, member
- Birgit Fetty, Grenzenlos, silent member

Meetings

One welcome Skype meeting was realized in 3 different days due to unavailability of members to join in the same date. One Skype was done with the co-coordinator and some EC members.

ESWG members Aitziber and Raphael (coordinator and co-coordinator) were present at the January JM; members Aitziber, Sylvy and Grigorii were present at the September JM.

Communication in the WG

We had a Whatsapp group which seems to be the most effective way of communicating fast among almost all group members. Mails are also used as communication method.

Common work has been challenging, only the CleanUp action sub-group was delivering some results. Updates from members who were part of task forces were never received.

Separation of tasks

At the beginning of the season a very clear sheet was created and shared with 8 different tasks the group needs to do, where each of the members (but not all the signed-up members in the ESWG) chose the activity they wanted to participate in. All members of each task and their emails were written in the sheet in order to have an easy communication among them, to encourage participation in smaller groups without the need of the coordinator to steer the group. However the aim for autonomy of WG members was not reached but in the CleanUp subgroup.

Suggestions

Clearly, more motivation and participation is needed among the members. My suggestion is to admit only around 5 to 7 members in the WG who are really willing to collaborate and provide value to the WG and the network. This way I believe responsibility of the tasks will be less diluted. Having so many members as we do leads to a faded sense of responsibility to deliver results. Also concentrating the efforts towards few activities is more advisable than to try to do many things, which in the end do not get realized.

Progresses

CleanUp action 2019 promotion material was created, promoted with ERC's help and was implemented in some of Alliance workcamps (in at least 2

organizations we know of). We will keep on with the campaign in following years, with improved promotion of it.

A proposal to include information about carbon emission and offset in workcamp infosheets is written, as well as an online-based carbon calculator directed to workcamp volunteers for the transportation used to get to the workcamp and transportation inside the workcamp. The tool is created from scratch by ESWG members and using reliable, scientific data about emissions per transport types from well-known sources. Another feature of the tool is that it can estimate how long a tree would need to absorb the CO2 created by the transport means input to the tool. This way volunteers can get a better grasp about their environmental impact when travelling. Access the tool for the transportation to get to the workcamp and the CO2 tool for transportation inside the workcamp. It compares 4 types of transportation: train, bus, plane and car. We created a survey which was sent to members and partners about their use of the ESWG toolkit, their will to include information about carbon emissions through transport for volunteers and where (in workcamp infosheets, in the MO's webpage, in the emails sent to the volunteers, in Plato...). We got 39 answers for the moment. Workcamp infosheets seem an alright place to put this information according to the survey's responses.

Attendance to COP 2018 in Katowice by ESWG members Sara Vaca and Marketa Svobodova together with Domenico Vito, Legambiente volunteer and former ESWG member. Lots of information material was shared via Whatsapp from the COP to ERC and ESWG coordinators. Some of this information was shared via the Alliance Facebook page.

Problems

This year the coordinator (Aitziber) has not been present from the end of March until the end of August and a co-coordinator was set up since January 2019. Both co-coordinator and coordinator attended the January joint meeting in Athens and a smooth handover to the co-coordination was realized. However, during the "co-coordination" months, leadership of the group was not well steered. This led to the lack of motivation to the group members and the activities happening this season got reduced. Also some members signed up for task forces we have not heard from. At my arrival to the JM in September, I have been updated about what has been going on during the season and checked that emails have not been answered from ESWG when reactions were required. Communication with the co-coordinator has not been frequent and feedback was never received.

Aitziber Miguel, De Amicitia, Spain

External Relations Committee

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.

In 2019, External Relations Committee (ERC) has continued working towards its broader aims: creating a sustainable and coherent communication within the Alliance and coordinating the social media communication, and advocating for the values and missions of the network and the IVS movement.

2019 External Relations Committee:

Pauliina Meskus, Allianssi Youth Exchanges (coordinator)

Marija Pantelic, IJGD (member)

Giada Martin, COCAT (member)

Kristine Roke, Solidarités Jeunesses (member)

Kafilat Adeola Naomi Aderem, Citizens in Action (member)

Maria Roslyakova, World4You (member)

Aurore Demay, Concordia France (member)

Hugo Hecquard, Concordia France (GEWG coordinator, member)

Silent members:

Anna Yasinska, Alternative-V

Marcial Sommer, Workcamp Switzerland

During this mandate, the ERC didn't have two coordinators (communications and advocacy coordinator), as the committee had in 2018. **At the beginning of the year, the group divided itself into the advocacy and communication teams.** We ended up to this arrangement, because the Additional Member of the Executive Committee had an advocacy focus in 2019, and thus, close cooperation between the AC and ERC was regarded as a key for successful

implementation of the tasks related to advocacy. Also, although the committee consisted of eight members, in the end, only a few of them could actively contribute to the implementation of the plan of action and the core team worked closely together. However, when the AM focus changes next year, we would strongly recommend returning to two coordinators practice in 2020.

The ERC worked actively throughout its mandate. We organised **four Skype meetings**, but our primary communication channel was a WhatsApp group, which enabled us to communicate flexibly and effectively about all the ongoing issues. ERC members participated in both Joint Meetings in 2019. As we aim to support other working groups in increasing visibility of their actions and IVS values, we kept in touch also with the thematic working groups throughout the year.

Main activities carried out in 2019 and main pending issues

Communication: Increasing the visibility of our values and the IVS movement

Twitter, Facebook and Instagram were the social media channels used by the Alliance in 2019. The detailed report of our social media presence can be found [here](#). Instagram hadn't been used since 2015 and the profile was successfully woken up in autumn 2018. The number of followers doubled over the year.

The **communication grid** was a new tool used for collecting material from the Working Groups and Committees in 2018, and the ERC continued using the grid also in 2019 to keep communication processes participatory and inclusive.

The grid and the social media plan for 2019 were introduced to other WGs and Committees during a short capacity building session organised in the JM in Athens. The grid was an effective way to collect materials from the working groups to be shared on social media, and the ERC wants to say a huge thank you to everyone who shared texts, photos and links with us. In addition to the communication grid, ERC collected promotional material from the Member Organisations through an online form, which was shared in Alliance newsletters.

According to the Plan of Action, one of the tasks of the ERC would have been to create communication sessions on the Alliance's e-learning platform. We discussed the task in January JM and came to the conclusion that it is not realistic to develop such sessions with the resources available in 2019. Therefore, the ERC decided to provide the MOs with some communication tips on Alliance newsletters and keep discussing and investigating different options to organise online communication sessions or follow-up communication training for ERSI. As the first step in the planning of training, the needs of the working groups and member organisations should be investigated in more dept, possibly in cooperation with the Training Needs Working Group.

External representations and advocacy

The ERC members and the AM represented the Alliance in the General Assembly of the Youth Forum Jeunesse (YFJ) in December 2018 (report can be found here), and in the Council of Members of the YFJ in April 2019, where the Advisory Council on Youth of the Council of Europe (AC) elections were the main focus for the Alliance.

On the advocacy side, one of the most significant efforts of the ERC this year, was the **AC election campaign**. Tilemachos Boni, the Additional Member of the EC, was the candidate of Alliance and Marija Pantelic, the ERC member, run in the elections as a substitute candidate. The election campaign team was formed and consisted of three ERC members and the candidates. The campaign result was delightful, and **Tilemachos was elected in the AC** with a good vote share. We found the campaign process very useful not only because of the election results but also because of the **increased visibility and recognition of the Alliance among other INGYOs and National Youth Councils' in Europe**.

In the summer, the Additional Member informed the Member Organisations about the budget crisis of the Council of Europe and its implications to the youth sector. The MOs were advised how to react to the situation on a national level. ERC participated in the campaign led by YFJ on social media together with other European youth organisations and shared updates and news about the development of the situation.

Task forces and cooperation with sister networks

Global LMTV meeting

ERC member and representative of COCAT will represent Alliance at the Global LMTV meeting on November 2019 in Malaysia.

IVS 100 Task Force

As per the Plan of Action, ERC was represented in some other working groups as well. Two ERC representatives joined the IVS 100 Anniversary Task Force, and the committee will be responsible for coordinating the anniversary year campaign in 2020.

Raising Peace campaign

ERC was represented in the Raising Peace Steering Committee coordinated by the CCIWS and responsible for planning and implementing the Global Human Rights Week campaign. An ERC member and the GEWG coordinator participated

in the RP Steering Committee meeting in Barcelona 4-7 April. Alliance contributed especially to development of educational / workshop guidelines for the RP Camps. In addition, the Alliance will be responsible for the Gender Rights Day during the Global Human Rights Week communication campaign.

Challenges, reflections and ideas for future

The activity of the members of the committee varied quite a lot, and it was sometimes challenging to get members involved and communicate effectively. In the end, the WhatsApp group was the most effective way to discuss and work on different topics.

We regarded the AC election results as a huge success, and want to congratulate Tilemachos for great work he has done in building relations within the YFJ and working for greater recognition for our network and Alliance values. Thanks to work done in the past years and during the AC election campaign, Alliance has got a relatively good standing point in relation to some of the key stakeholders in Europe (esp. YFJ MOs, CoE).

What we regard as critical next steps, is to think about how to make these relations and position sustainable to keep our input in decision-making processes ongoing also in the long run. Therefore, in addition to thematic matters, one of the main goals for 2020 in the field of advocacy, could be to **identify new committed people who would be willing to contribute to the tasks of the ERC**. As part of this process the new representatives need to be provided with sufficient information and support for representing the Alliance in different events.

Having more people on board would help share the workload and have more resources for conducting consultative surveys for other WGs and MOs, for instance. It would also help us not to lose knowledge and contacts when some leaves, and to make representation mandates overlapping. Ideally, the pool of people involved in the external representations would consist of people from a variety of different backgrounds and with different areas of expertise. Thus, members of other working groups are warmly welcomed to join ERC in these matters!

The two broader tasks of the ERC, communication and advocacy, are strongly interlinked but to a certain extent, separate areas. They both require time and commitment, as well as coordination with all the other bodies of the Alliance. That is why we would recommend the committee to return to the two-coordinators practice next year.

Conclusions

The year was exciting and a unique learning process for the active members of the committee. The Congressino cycle, with all the evaluation work, added an interesting element and enabled us to reflect on the purpose of the committee also on the broader perspective.

Finally, we would like to say a huge thank you to everyone who supported us during the year. It's been a great pleasure to work together. Special thanks to our dearest Alliance Secretariat, Serena, who helped us with social media and everything we ever needed. Thank you also for Jana and Tilemachos for all the advice and support.

Pauliina Meskus, Allianssi, Finland

Gender Equality Working Group

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.

After the approval of the Alliance policy paper on Gender Equality approved by the GA2018, the GEWG continues its work to build a strategy in terms of gender for the Alliance and started to focus on the development of educational activities for its members.

2019 Gender Equality Working Group

Hugo Hecquard, Concordia France (coordinator)

Ettore Ismael Borghetto, Lunaria (member)

Janina Hansmeier, IBG (member)

Sébastien Gros, Solidarités Jeunesses (member)

Bariş Bilim, GHD (member)

Natalija Radivojevic, YRS-VSS (silent member)

Kafilat Adeola Naomi Aderemi, Citizens in Action (silent member)

The GEWG had several meetings during the year with several Skype meetings, some physical meetings including the January Joint Meeting and the Joint Meeting, and a constant communication through a WhatsApp group. Several activities has been carried out during the first part of the year.

Erasmus+ project

After the evaluation of the previous campaign and a reflexion on developing a project in 2018 initiated within the group, we started working on an Erasmus+ project which would embrace the GEWG missions and to support Alliance members. Thanks to the support of Solidarités Jeunesses, we applied for a KA1 grant to the French National Agency in April and our project **"P.R.O.U.D: Promoting Rights and Opportunities to Understand Diversity"** has been approved in July 2019. The aim is to provide staff, youth workers, trainers and camp leaders of IVS organisations with adequate tools and knowledge to address gender issues in IVS projects and trainings in order to make IVS projects safer and more equal spaces for all participants.

Twelve Alliance members are partners of the project and will take part in the different steps as follow:

1. *preparatory phase*: participants of the partner organisations of the project conduct a self-assessment on gender equality via a tool provided by the GEWG;
2. *training course hosted by Solidarités Jeunesses in January 2020*: How to address gender issues in IVS using NFE methods: discovering training schemes and workshops concerning gender equality;
3. *collection of results*: GEWG and trainers assemble a toolkit with the workshops created during the training and the existing tools collected and share it with partner organisations;
4. *implementation*: participants implement the workshops in their camp leaders' trainings;
5. *follow-up*: evaluation and feedback from participants, dissemination of the results with the Alliance.

Self-assessment on Gender Equality

In order to better understand the needs of our MOs and MOs' staff, we decided to develop an assessment tool to have a clearer picture of the educational needs in terms of gender of our members. In collaboration with the SCI Gender Blenders Group, the GEWG developed a tool that will be implemented during the first part of P.R.O.U.D project in order to build the TC scheme and better answer the needs of the project partners. After the project, and once improved after some feedback, the assessment tool will be disseminated among IVS networks.

Collecting existing tools

Setting-up a ground for an e-library of tools, starting to collect and list both the external and internal gender tools we have and classified them to identify what was missing in order to continue to provide educational content for Alliance MOs on gender equality.

Global Human Rights Week: Gender Rights day

Together with the ERC, the GEWG took part in the Raising Peace Campaign meeting and it has been decided that Alliance will be responsible for the Gender Rights day during the Global Human Rights Week on October 17th.

Implementation of ERC social media strategy

The group supported the ERC with the creation of content for Alliance social media accounts, especially with content on Pride Month which was celebrated in June and content on other international days related to gender equality, such as the international day against LGBTQ+ phobia or international women's day.

Revising Alliance documents and creating a language guide for the Alliance

In the pending tasks we still have to revise the Alliance documents and to create a language guide for the Alliance in order to simplify the process when any person in Alliance in writing or proposing a document and to avoid a revision afterwards by the GEWG.

Conclusion

The GEWG had a **very fruitful year** with the development of a big project and a tool in order to ease the process of identifying the needs of Alliance members and to better address them. Most of the work has been done before the start of the workcamp season. The **group was smaller than the previous years but with very active and dedicated members** that I would like to thank for the great contribution they did for the group and for the Alliance. Unfortunately the

personal and professional obligations of the active members of the GEWG members are not allowing no one of us to take the coordination of the WG next year and there is a big risk that the GEWG will not exist anymore. On behalf of the Alliance and the GEWG, I would like to give a big thank you to Iryna from Solidarités Jeunesses for all the support to submit our Erasmus+ application and the collaboration we started this year. On my side, it's with sadness that I am leaving the Alliance for new adventures and I wish all the best for the network and a happy anniversary to the IVS movement.

Hugo Hecquard, Concordia FR, France

Staff Development Working Group

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.

Members of the group in 2019

Lukas Wurtinger IBG, Germany, coordinator
Bojan Beronja YRS-VSS, Serbia
Fotis Anastasiadis Citizens in Action, Greece
Gladys Hughes Concordia, France
Luiza Boykanych Union Forum,
Ukraine Manuela Portesi Lauri YAP, Italy
Annarita Di Mario Lunaria, Italy
Maxime Meunier CBB, Belgium
Aylin Bekem ESDA, Spain
Grzegorz Sempach FIYE, Poland
Lisanne Jeschke VJF, Germany
Eilidh Lamb Xchange Scotland, Great Britain
Emre Ersel Erbas GSM, Turkey

and three silent members of other working groups:

Jana Konasova INEX-SDA, Czech Republic
Anna Yasinska, Alt-V, Ukraine ESWG
Filipp Gurskii, W4U, Russia ESWG

Our Mission

The SDWG takes care of the quality of the concrete work done by the member organisations.

It works on everything linked to the practicality of work of the placement officers and analyses members' needs and challenges they face.

The SDWG year

In 2019 the group was composed of 13 members representing 13 organisations (plus 3 "silent" members from A4AWG and ESWG), which is 5 more members and organisations represented than last year. Almost **50% of group members were "newcomers"** and joined for the first time.

At the January Joint Meeting two members were present and (with online support of other members) laid the groundwork for successfully taking on this year tasks. JJM and the following month were dedicated to **preparation for the season** and especially TM 2019: Revision and updating of the Alliance guide book, revision and preparation of the New Comer Session for the TM and preparation of all documents for the **TM "Survival Kit"**.

At the **TM the New Comer Session** was successfully implemented with **full participation of every newcomer** and with support of ADC. Working group members contributed to the **workshop** linked to **European Solidarity Corps Volunteering Teams**.

During the whole year the group was in charge of running the **Alliance Support System on Slack**. Overall the aimed for **success indicators** in the PoA were **exceeded by far** (people registered and actively communicating). Much use of the Support System was made of in the preparation for the TM and the follow up phase. Apart from questions linked to TM preparation, placement and placement systems the "hot topic" of the season were the European Solidarity Corps Volunteering Teams. In the post TM phase a community channel linked to this topic was created in the Support System, where now 26 members from 16 MO's are actively sharing information and discussing recent developments. Representation of all Working Groups and especially EC (and Secretariat) in the Support System still leaves something to be desired and should be improved in the future.

From June to August the traditional low point of activity within the group was reached and overcome in preparation for September Joint Meeting, where two members and the coordinator could meet and work on the remaining tasks from the PoA, gather results for reporting, evaluate the season and meet with other working groups and committees. Main topics were the further **development of Self-Monitoring and Evaluation Tool** to a first testing stage, **revising the New Comer Session** of the upcoming GA based on the **evaluation results of last GA** and discussing the next season including the questions of **future coordination** of the group and organization of a **staff evaluation meeting**, prior to the GA in Rome.

Conclusion, Challenges and Outlook 2020

The year 2019 was an exciting **transitional phase for the group**.

The loss of old members was compensated by the numerous new members that were mandated after the GC/GA 2018. Since most of them are comparatively new to the Alliance, the year was primarily a learning phase for them, as one member described it.

A final evaluation, however, will only be possible after Congressino and GA, as fortunately numerous members will be involved.

Additional challenges include the fact that the coordinator could not be on site in January or at the TM, which was compensated by active members. The traditional problem that members' capacities are severely limited during the season continues as new members are subject to the same structural constraints.

The Group looks forward to 2020 with great anticipation. The often difficult question of future coordination seems to be clarified, which allows us to start early with the concrete planning. In addition to our constant tasks, we are eagerly awaiting the results of the Congressino and the associated orders for the Group. A special focus for us will be the planning and execution of a staff evaluation meeting before the GA in Italy.

Lukas Wirtinger, IBG, Germany

Training Needs Working Group

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.

The TNWG this year consisted by 9 mandated individuals representing 8 member organizations. Four of them have been members continuing cooperation from 2018: Lenka Polcerová (INEX-SDA; coordinator of the group), Tamás Mahner (Egyesek Youth Association), Sara Mandozzi (Lunaria), Denis Denisiuk (World4U). Five of the members are new ones to the group (but not to the Alliance): Yulia Utenkova (World4U), Isabel McLean (De Amicitia), Adeline Serrand (Solidarités Jeunesses), Renārs Manuilovs (Jaunatne smaidam) and Thomas Durand (Concordia France).

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. Its main responsibility is to coordinate implementation of the Educational Framework (AEP) of the Alliance and the strategic Plan of Action (incl. the AEP).

The main tasks this year were as follows:

- Support preparation of the Congressino 2019 (mid-term evaluation of objectives set for the network in 2014)
- Organize new format of international campleaders trainings
- Prepare plan of further use of the e-learning platform and updating the Training Handbook
- Prepare draft of Alliance Educational Priorities for 2020 (to be approved in the PoA for 2020/21)

Two members of the working group had a chance to meet at the January Joint Meeting (Tamás Mahner and Thomas Durand), where they mainly set up plan for the e-learning platform / digital library and the handbook.

In September 2019, four members met in Hollókő, Hungary at September Joint Meeting, proceeding work on the digital library and other tasks (finalizing the Plan of Action 2020/21, preparing basis of Training Needs Survey 2020, preparing basis of evaluation form for AEP projects of member organisations etc.).

Besides this, the members have met on 3 eMeetings focused on coordination of tasks in January, March and August - these were focused on division of tasks, updating on the progress of the tasks and other relevant issues.

Other eMeetings were done by mini-teams working on specific tasks.

Challenges

The main challenge has been personal capacity. The working group had limited number of members, so it was impossible to manage all the tasks given the capacities. A challenge has been also coordinator's maternity leave, so at the personal meetings and for some other communication, she had to be substituted by a deputy. Despite this, we have been able to accomplish all the high priority tasks and started those which will be completed next year.

Achievements

Big positive point is that this year, we managed to **involve actively most of the group members**, that's why we managed to work on all tasks despite the limited number of members in the group.

In 2019, the working group has focused on and accomplished the following tasks.

- Support preparation of the Congressino 2019

As requested by the EC, the experienced members of the group have prepared evaluation of the objectives from 2014 concerning the TNWG and have put suggestions for the next period.

- **Organize new format of international campleaders trainings**

The pilot project "Agents of Change" coordinated by INEX-SDA in close cooperation with Egyesek has been realised successfully in 2018, so in 2019 we continued organizing these training to generate many more trained campleaders

as well as to educate possible future trainers of these types of trainings. In 2019, four trainings were realised within two projects - Changemaker 2.0 (coordinated by Egyesek, 1st training in March in Hungary, 2nd training in September in the Czech Republic) and Agents of Change (coordinated by INEX-SDA, 1st training in April in CZ, 2nd one in October in Hungary). The main results of the impact evaluation will be available in 2020, but it's already obvious the results will copy the largely positive results from 2019. That's why we strongly propose to continue the process in 2020 (one project already approved, others were submitted).

- Prepare plan of further use of the e-learning platform

Analysis of the e-learning has been made and TNWG has decided it doesn't make sense for the Alliance / A-PoT to prepare e-learning courses the way it has been done. If they are not interactive, only very small number of people takes these courses and we don't have means to assure the quality of the content. We propose to skip the e-learning and rather focus on preparation of a digital library, which would better serve Alliance's and MO's needs. This plan was presented to the EC/MC in January 2019 and the structure of the digital library was prepared and finalised. The digital library will be further worked on in 2020.

- Updating the Training Handbook

This task was in the PoA for several years and have always been postponed. The problem was there was no editable nor PDF version of the document, so it was very hard to do anything about it. This year, we have managed to put the Handbook in the editable form, so we will start to work on the content in the next year.

- Prepare draft of Alliance Educational Priorities for 2020 (to be approved in the PoA for 2020/21 by GA 2019)

Based on the Alliance Educational Framework approved by the GA 2018, we have prepared draft of Educational Priorities for the next years based on 2016 and 2018 Training Needs Survey, LTTC impact evaluation and Agents of Change impact evaluation. The final document was consulted with EC, MC and ACD. You can read it on-line here and it's implemented in the PoA 2019 for GA's approval.

Lesson learnt and conclusions

In 2019, we managed to get most of the members actively involved in the tasks, which also means all the tasks have been worked on. Some of them are still in development and will be finalised in 2020 and 2021. The approval of Alliance Educational Framework has helped to clarify the roles and tasks the group is

supposed to work on. The challenge has been the lack of communication/absence of the Alliance Course Director, which resulted in another year without A-PoT's activity and for the next year, it is planned to rethink the ACD's role and tasks.

I would like to especially thank Tamás Mahner from Egyesek who substituted me at the MC meetings and those TNWG meetings I couldn't attend due to my maternity leave. Also huge thanks to all the members who have done great job on the group's tasks. I'm looking forward for our cooperation next year.

Lenka Polcerova, Inex SDA, Check Republic

Volunteering in Orphanages Task Force

Members:

Trijny Kruizinga & Ellen Beenen (SIW)

Julie Chao (Dreamwalker China)

Dita Tifani (GREAT Indonesia)

Enock Pedze (SAVWA South Africa)

Bep van Sloten (Better Care Network Netherlands)

Eilidh Lamb (Exchange Scotland)

Goals:

1. Raise awareness about volunteering in orphanages
2. Discourage volunteer projects in orphanages
3. Promote projects about community-based care

The issue of volunteering in orphanages is complex and has many facets such as poverty, lack of education, lack of government support, poor government structure, child abuse, corruption and human trafficking.

Within the Alliance there are very different visions on volunteering in orphanages and we must look at it from different angles. However, we always have to keep the best interest of the child in mind.

At the **TM workshop** in Antalya we concluded that there is still a lot of work to be done on raising awareness and clarifying the issue. It was our aim to vote for a checklist with criteria for “good” IVS projects with (vulnerable) children. However, it is too early to present such a checklist at the next GA in Mozet. We have to continue the dialogue between all of us.

To better understand the scope of the issue we have send out a survey to all members. We are still waiting for response but overall the picture looks as follows:

32,4% of Alliance organisations run volunteering projects taking place in orphanages

50% of Alliance organisations sends volunteers to projects taking place in orphanages

Recommendations:

1. The survey results show that volunteering in orphanages still is a common practice within the Alliance and therefore a relevant topic. The taskforce plans to interview some of the partners to better understand their opinions. Based on these interviews (to be done in October) we hope to come to a 2-page discussion paper.

2. In the media in Europe we hear very critical voices about volunteering in orphanages and several organizations warn us for unethical (business) practices in orphanages:

a. <https://www.loveyougive.org/>

b. <https://www.wearelumos.org/>

The Alliance needs to find a proper answer to these voices and to assure it distinguishes itself from these practices.

It is of key importance to align our views and opinions with those of CCIVS and SCI. SCI consulted all their members and created guidelines on volunteering in orphanages. SCI does not recommend to stop volunteering in orphanages but places several pre-conditions to make volunteering in orphanages acceptable.

100th Anniversary of Work Camps Task Force

The task force met once personally at the GA 2018 and at the Joint Meeting in 2019 and once via Skype (in May 2019).

An online document was created to collect ideas on the celebration activities to organise in 2020.

There was an effort to get in contact with the different IVS networks during the GMIVS in the beginning of the year. SCI invited the Alliance to take part in their campaign for the 100th anniversary of IVS and news have been shared through the Alliance newsletter.

In terms of results the task force proposed to use the following events/involve the following actors and spread the following ideas and values, during the year of celebration:

- Alliance & UN Resolution 2050, Youth, Peace and Security
- Peace camps in Finland
- All Alliance values are connected to peace
- Stories told by members
- Have some kind of outline for members to get an idea of what the "memories" could be (video, pictures etc.)
- Gallery of 100 years tbd with host of GA 2020
- 4 "time hubs" throughout the year for stories to be shared concertedly
- Use Alliance events, especially the LTTC 2020

The Task Force comes to an end in 2019 and the **coordination of the anniversary promotion and advocacy will be taken over by the ERC**. The ERC is going to develop a visibility campaign plan for 2020 and is going to contact MOs via the Alliance Newsletter on material to be shared.

There will be monthly reminders by the ERC to contribute material and we encourage all members to do so.

Monitoring and Evaluation Task Force

In 2018 the Alliance organized a General Conference on Monitoring and Evaluation. The conference produced 6 proposals to work on different aspects regarding the life of Alliance organisations. The final proposal to be voted on

included the development of a strategic approach starting with the creation of a task force:

"We propose monitoring and evaluation to become the biannual priority of the network for the period of 2019-2020. The proposal takes stock of the GC results and proposals. The aim of this proposal is to design the strategy for monitor, evaluate and impact analysis, applying to analysis of actions, campaigns, partnerships and governance of the network, and prepare the strategy for the implementation of Alliance Congress 2024. Development of the Evaluation and Monitoring Strategy should be start with creation of the Task Force."

The **Taskforce was established** with some delay at the end of 2018. It consisted of 9 **members from 8 organisations**. One member left the group earlier. The following Working Groups were represented: ADC, GEWG, ERC, SDWG and A4AWG.

We started working at the beginning of the year, with so far one Skype meeting in January and one in June. Also, there was a clear plan as to how to follow up. You can now read about the tasks one by one as well as what has been achieved or was left for the future.

	Task	Results	Recommended action
1	Gather different already developed evaluation tools & forms and check their compliance with the Alliance needs and go for mainstream them at network level and by MOs	The task was started in the beginning of the year but had to be postponed due to heavy workload	Finalise in the coming year
2	Analyse the evaluation processes taken and evaluative practices used during Alliance actions/campaigns	The respective WGs were contacted but no member could join the METF. A meeting with the A4AWG, GEWG, ESWG took place to share tools and brainstorm about usage: Co ₂ Tool (ESWG) Evaluation form for the campaign (GEWG and A4AWG)	Meet as MC to align evaluation forms. Design a common survey format to decrease the number evaluation mailings. Clarify on what would be the best format for what actions.
3	Explore options for a new statistic tool and support the Statistician in collecting and analysing collected data both in quantitative and qualitative way	A new tool (excel based) was developed in order to collect the statistics (considered to be an "Emergency Statistics Tool") together with the Treasurer and ADC	Use the expertise that is in the network (via expert from Lunaria) to find a proper statistics tool that connects to our placement tool(s) - collect needs for a tool - find offers / companies / tool provider Questions from A4AWG should be included

4	Evaluate and propose improvements to the rating system in Alliance Placement Tool primarily as a means for volunteers to share their views and experiences and feed into the monitoring and evaluation of our work	Feedback was gathered from users and non-users of the Placement Tool as well as from Steering Group and suggestions for adjustments were developed according to those inputs.	Decision on whether or not to implement suggested adjustments by GA 2019.
5	Start the pilot phase of Self Monitoring and Evaluation Tool (ŠMET)	Material on Self-evaluation was gathered and translated. First draft of the tool is created. It is planned to discuss the tool prototype at the GA 2019.	Pilot phase in 2020 with subsequent development. Workshop at GA to present the tool.
6	Start the pilot phase of qualitative data analysis with the A4A stories.	Data was collected and analyzed.	Develop a plan as to how to best make use of the collected results.
7	Prepare an overview on the work done for the "Congressino" in collaboration with the prep team and feed the Congressino process with inputs for a strategy for the next 5 years	There was a constant exchange with the Congressino prep team. However, the tasks to be done (filling in forms and tables, creating ToRs and methodology for benchmark) took up time. Additionally, by summer there was only little done to be shared.	Create clarity and recommendations regarding a strategic approach until Congressino with the results achieved.

In terms of strategic thinking towards a monitoring and evaluation concept for the Alliance there has not been any finalization of this process until the writing of this report. However, what can be shared already: if there is to be a concerted monitoring and also **ensuring to usage of the data collected, this needs a stronger commitment from the network**. Continuously monitoring and even evaluating our actions needs someone to follow up on it. The **Self Monitoring and Evaluation Tool** is a very clever way of incorporating evaluation in the structure. It is this kind of approach that should be followed up and elaborated.

What needs to be thought about:

- How are we making use of already existing evaluation tools?
- Need of continuing mapping the existing tools.
- What do we want from the tools/ evaluations we collect? In what way do we want to make use of it?
- What do we want to evaluate and why (on network level)?
- How do we as organisation learn? How do we deal with knowledge management?

Our recommendation is to assign the several tasks to WGs. In case there is no WG ready to take responsibility, other solutions should be explored regarding the coordination. A strategy on Monitoring and Evaluation will need a clearer focus.

In this year there were several tasks assigned to the TF and one of them being the task of developing a strategy. However, while single tasks can be pushed to other WGs in 2020 as mentioned above, developing a strategy should either be done by a TF or by the ADC but with the only task to develop a strategy. It would need about 3-4 dedicated people to take on that task. If they can be identified at the GA, this task could be accomplished during the next year. Hoping for people to sign up as has happened in 2018/19 does not work (however, the people who were part really did their best to support the TF).

Last but not least, many thanks to all of the members in the TF. It's been a pleasure once again to work together.

***Jana Gander, Vice-President for External Relations, VJF,
Coordinating the Monitoring and Evaluation Task Force***

Report of Alliance Secretary for the year 2019

Dear Members,

This is my second report as Alliance Secretary as the second year I spent in this full time job position.

Alliance Secretary works in Rome, 40h/week, at the premises of Alliance member organisation Lunaria, hosting the network Secretariat.

AS working time is not the same during the year, as from September to April 40h/week are sometimes not sufficient while from May to August the work amount is a bit lighter.

The biggest part of Alliance AS' tasks are of administrative nature and they can be summarized as such:

- **Internal communication** (spreading information, replying members and bodies requests, preparation of the monthly newsletter, update of the mailing lists and contact forms, sharing the consultations arriving from EU institutions and YFJ);
- **External Communication** (communication with funders, with IVS sister networks, with volunteers and organisations interested in the Alliance and contacting the secretariat through the contact tool in our website...);
- **Attendance of Alliance statutory meetings;**
- **Preparation of meetings** agenda, minutes and TDL prior to/after Alliance meetings;
- **Website and server management;**
- Support ERC, when needed, in promoting the activities of Alliance, its bodies and members;
- Management and update of **Alliance archives;**
- Attendance of **external meetings and events** and preparation of their reports;
- Practical **support to the network meetings hosts;**
- **Documents update** (Constitution and Standing orders after the GA, ADIH, Guidebook prior to the TM, Alliance Invitation list...).

In addition to these current administrative tasks, the year 2019 entailed for the Secretariat other specific activities, with specific meaning one-time/not daily activities.

These are:

1. Participation in 2 meetings of CCIVS project "IVS4Peace".

The project started in 2018 and running until end of 2020, aims to support the social inclusion process of young people with fewer opportunities, migrants and refugees in workcamps/IVS projects; to upscale existing inclusion tools and to identify best practices and successful inclusive methods within the networks.

The two meetings attended in 2019 were:

- The Management Meeting in Berlin, in January (to settle the project next steps and goals to achieve)
- The IVS4Peace Laboratory in Brussels, in March (to develop guidelines for workcamps to reflect the value of inclusion in the phases of volunteers' outreach, volunteers' preparation, project implementation, volunteers' follow up). The guidelines will be soon finalized and shared.

2. Attendance of 2 meetings of CCIVS project "STEPS".

STEPS project is about IVS challenges in the different world regions and its aim is to develop an international pool of trainers in organisational development, able to train in turn IVS organisations to improve their situation and organisational performances, reinforcing this way the whole IVS movement.

The two meetings attended in 2019 for STEPS were:

- The Management Meeting in Estonia, in January 2019 (to create a common understanding of the project process and its aims, set the priorities, distribute roles among partners)
- A training (partly attended) in Italy, in May 2019 (training on IVS organisational development).

3. Preparation of the application for the Alliance to get **ESC Quality Label** (not submitted yet).

4. Preparation of the **report of E+ administrative grant 2018** (approved) and preparation of report of EYF structural grant 2018 (approved). The approval of EYF structural grant report automatically us provided us with the same grant in 2019 too.

5. Attendance of 1-day event on the European Solidarity Corps programme in Turin, Italy, in March. AS was prepared and mandated by the EC to express Alliance point of view about the new programme and the value of solidarity in general.

6. **Support to the Course Director** in the preparation of EYF workplan application 2020 (for LTTC).

7. Launch and collection of **Alliance Statistics** (which was smoother this year thanks to the new tool that was developed by our Treasurer and other Alliance active people).

8. **Preparation of material for Congressino** (collection of data from the different bodies for the analyst and Congressino Preparation Team).

9. Preparation of an E+ KA1 project, to co-finance Alliance LTTC 2020.
(*post note - NOT approved*)

10. Development of documents and update of website/newsletter to make **Alliance procedures compliant with GDPR regulation**.

11. Update of Alliance documents in Nordea bank and clarification of the situation concerning previous Presidents and Treasurers who might still appear as users/responsible of Alliance bank account in Nordea (ongoing).

12. To be done in November 2019, **application for Erasmus+ administrative grant 2020** (deadline December 2019).

The tasks covered by the position are quite varied and it happens to touch in one day several different things, all of different nature (IT nature, project management nature, communication nature, administrative nature...).

This is very positive and provides the opportunity to improve skills such as self-discipline, goals orientation, time management, flexibility and a wide range of competences but it is not always easy to manage.

The fact that the AS works alone, without having around on a daily basis a team, is another challenge for this position as peer learning, exchange of inputs and mutual (also critical) feedback usually happening between colleagues, cannot take place.

Maybe the Alliance and its staff people would benefit from having/being a staff team more than having/being a staff person, a team where IT and communication skills, pedagogical and project development skills, management and financial skills, could be covered.

Last but not least I take the freedom to express some feelings that have been accompanying me during the year.

Alliance year 2019 was not always easy due to different reasons and this could represent a challenge also for a staff person.

This said, I deeply believe that in such an organisation as ours, building a strong HUMAN CAPITAL (trust, love, friendship for each other, pleasure in working together...) and a strong "human capitalized" team, is the key to reach objectives and goals.

It's mostly thanks to the human relations that I built with many of you during the last two years that my **working commitment in the Alliance is still strong as well as my conviction that what our network and its members do is beautiful and very worthy.**

Serena Verlato
Alliance Secretary

Alliance main events and projects 2019⁴

January Joint Meeting of Working Groups and Committees (JJM)

From 24th to 28th January, 26 members of Alliance bodies, representing 17 member organisations, were hosted by **Elix** in Athens, **Greece**, and started together the new Alliance year.

It was the second year that the January Joint Meeting of Working Groups and Committees was implemented. This year, the JJM had a very strong focus on **kicking-off Congressino cycle**, a process of reflection of Alliance bodies, members and activists, on the network structure, vision and mission.

At the January Joint Meeting, Alliance Working Groups and Committees analyzed their own role, goals and working methods. They also identified the challenges that make the current network structure not completely adequate to its mission and activities and started to identify possible solutions.



The Meeting outcomes are available at this link: <https://bit.ly/2zry3go>

At the same time, Alliance WGs **started to work on their Plan of Action 2019**, prioritized the tasks, planned their yearly calendar, and identified the common activities requiring joint efforts and actions of multiple bodies.

Technical Meeting 2019

Alliance Technical Meeting (TM) is the biggest global meeting of International Voluntary Service, **held in continuity for the last 37 years**. TM is a self-funded event organized to enable the members and invited partner and guest organisations to **exchange annual workcamp programmes and discuss relevant issues of the IVS field**, mainly through bi-lateral discussions.

⁴ All events dates include the travel days.



Each year Alliance TM launches the season of workcamps. Technical Meeting 2019, was held in **Antalya, Turkey, from 2nd to 7th March**, hosted by Alliance member **GHD**. **139 participants coming from 78 organisations based in 52 countries worldwide** attended the event.

To welcome TM participants who participated to the event for the first time, Alliance Staff Development Working Group organised a **NewComers' session**, 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. As every year, **several workshops** on IVS related issues were proposed to TM participants. The workshops proposed this year touched several topics among which European policies and new volunteering programmes; new trends in IVS; presentation of tools to enhance gender equality in IVS; communication campaigns to implement in cooperation with our IVS sister networks; insertion of Sustainable Development Goals in workcamps description.



May Meeting: Congressino Preparation Team

From 15th to 18th May 2019, Alliance Executive Committee and Alliance Development Committee, were hosted by Alliance member **Open Houses** in **Oßmannstedt, Germany**. Alliance EC and ADC met there **Congressino Preparation Team**, constituted by 3 expert trainers (out of which 2 are members of Alliance Pool of Trainers) who led the network across Congressino cycle, on a volunteer basis. All in all, **12 participants from 10 Alliance member organisation** joined the event.



Thanks to the May meeting, the **second milestone of Congressino cycle**, it was established that during the summer 2019, all Alliance volunteers active in the network bodies from 2014 to 2019, would have been involved in the collection of quantitative and qualitative data concerning:

- volunteers' involvement into the network activities from 2014 to 2019
- level of participation of Working Groups members and results of their work
- assessment of the extent to which Alliance bodies have embraced and implemented in their work, as of today, the Resolutions of Alliance Congress 2014.

At the May meeting, EC, ADC and Congressino Preparation Team, **planned Congressino reflection path until the final event**, identified the facilitation methodology and the expected final outputs and outcomes.

September Joint Meeting of WGs and Committees

September Joint Meeting of Working Groups and Committees took place in **Holloko, Hungary**, hosted by Alliance member **Egyesek**, from **6th to 12th September**. As usual, September Joint Meeting provided Alliance bodies with space and time to finalize their Plan of Action 2019, to work together on common actions and projects, to draft the Plan of Action 2020



that had to be presented, among other proposals, to the upcoming General Assembly. This year September Joint Meeting was also influenced by the fil rouge of Congressino cycle. At the event, members of WGs and Committees finalized their self-reflection and the collection of qualitative and quantitative data on Alliance bodies participation, results and implementation of resolutions of Congress 2014. **26 participants from 17 member organisations** took part to the event.

Congressino

As anticipated, more than an event Alliance Congressino 2019 was a cycle consisting in 3 main milestones: the January Joint Meeting of WGs and Committees, the May meeting of the Executive Committee, ADC and Congressino preparation team, and finally the Congressino itself, as the **very final event of one year reflection path**.



During the reflection cycle the Alliance, its members and bodies, assessed and reconfirmed their commitment with the network vision and mission, as established at the Congress 2014, discussed about all bodies' roles and responsibilities and about the network structure and its convenience with the amount and kind of activities that the Alliance currently carries on.

The Congressino took place **from 3rd to 8th November prior to Alliance General Assembly**. As the GA, the event was hosted in Mozet, Belgium, by the members Compagnons Bâisseurs and Javva. **42 participants from 30 Alliance member organisations, based in 22 countries**, took part to the event that was implemented thanks to an E+ application, coordinated by CBB and granted by Erasmus+ National Agency of the French speaking part of Belgium.

At Congressino, the main challenges currently affecting the Alliance were presented. These challenges were selected amongst those arising from the collection and analysis of the data that were collected during the summer among Alliance bodies. The results of the data analysis are available at this link: <https://bit.ly/37iUwZo>

Each challenge represented the topic of a specific **Group of Interest** (discussion groups). Congressino participants, meaning representatives of Alliance members, were split in the Group of Interests, according to their personal choice, interest and expertise.

During 4 days, facilitated through non-formal education methods, participants discussed about the **network challenges and "hot potatoes"**, identified **possible solutions** and proposed **practical roadmaps** to address those challenges and solve them **by 2024**.

In particular, comparing the network vision and mission, as set up at the Congress of 2014, with the structure and activities that the Alliance currently has and implement, members identified the need for an **empowerment of Alliance Secretariat**, a **renewal of the network structure**, a deeper **involvement and contribution of members** in the network and a stronger action of the Alliance in the **advocacy field** for the recognition of workcamps as a non formal educational tools.



Specific actions to invert the trend of **decreasing number of volunteers**, the establishment of **monitoring and evaluation** as a fundamental part of Alliance work and a **stronger involvement of members** in the network's activity are further elements identified at Congressino as core elements the Alliance should be focused on until 2024.

In a nutshell, Congressino main outcomes are:

1. A **resolutions** document establishing the network strategy until 2024 (the resolutions are available at this link <https://bit.ly/2XRmMiH>;
2. Several **proposals** presented and adopted by GA 2019;
3. A renovated **commitment** of Alliance members to implement the objectives set up at Alliance Congress 2014, to cooperate and to strengthen the IVS movement and its recognition.

General Assembly

Alliance General Assembly 2019 immediately followed Congressino.

65 representatives of 35 member organisations and representatives of the IVS world attended the event.

Alliance Access4All Working Group, Gender Equality Working Group and Environmental



Sustainability Working Group carried on **several assessments** at the event: a [Diversity assessment](#) of GA participants; a [Gender Watch](#) and an [Assessment of travels choices](#) of Congressino and GA attendees.

Following the work done at the Congressino, the **GA adopted the Congressino Resolutions** and reflected the outcomes of Congressino into the new network **Plan of Action 2020-2021**, where tasks as exploring possibilities for a change in the structure, empowerment of Secretariat, work on advocacy for workcamps recognition have been inserted.

GA 2019 also determined the constitution of a **new Executive Committee**.

In fact in November 2019, three members of the previous EC - Mattia Lolli (Legambiente, President), Jana Gander (VJF, Vice-President for External Relations) and Tilemachos Boni (Elix, Additional Member) - arrived at the end of their mandates.

Three new EC members have been elected and Alliance EC is now composed as follows:

- **Lasse Jensen**, MS Denmark, **President**
- **Jannika Mumme**, IBG, Germany, **Vice-President**
- **Anthony Crochu**, Concordia FR, France, **Treasurer**
- **Philipp Melikyan**, HUI, Armenia, **General Secretary**
- **Simon Geeraert**, Compagnons Bâtisseurs Belgium, **Vice-President for External Relations**
- **Thomas Hauptvogel**, VJF, Germany, **Additional Member**



Please find all updates on Alliance EC positions at this link of our website:
<https://bit.ly/30j3xA6>

As usual at the GA **several workshops and thematic discussions** were proposed to members, and were facilitated through non-formal education methods by the coordinators of Alliance Working Groups and Committees or by active volunteers having strong expertise in specific fields. The workshops

proposed at GA 2019 were linked to various topics, from the ESC volunteering teams to the increase of youth with fewer opportunities' involvement in workcamps; from the inclusion of Sustainable Development Goals in workcamps description to the development of guidelines for projects taking place in orphanages. As usual, these workshops represented for GA attendees interesting opportunities for youth workers' peer learning and self-development.

As at the Technical Meeting, a **NewComers' session** was proposed to participants attending the GA for the first time, as a form of peer training about the network structure, bodies, policies, as well as GA functioning, goals, rules and voting procedures.

Following the work done by the Monitoring and Evaluation Task Force active in the Alliance during 2019, members decided to establish a **new permanent body: Alliance Monitoring and Evaluation Committee**. The new Committee is in charge of assessing and improving all evaluation tools already existing within the network, support members in assessing and promoting the impact of their workcamps on individuals and local communities and use the evidences collected to advocate for the recognition of workcamps as educational tools having extraordinary results on people's self development and development of peaceful and resilient societies.

Thanks to the action of the Monitoring and Evaluation Committee, Monitoring and Evaluation are established as a core part of Alliance and its members' working culture.

Last but not least, the General Assembly 2019 welcomed **two new members in the Alliance**: RUCHI (India) and VIN (Nepal).

Alliance's recognition and actions at European and international level

One of the most important achievements of 2019 was the recognition of our network as one of the most important European actors in the youth and volunteering fields. In 2019 Alliance representative **Tilemachos Boni was elected**

as a member of the Advisory Council on Youth of CoE⁵ where he leads the



⁵ [post note] In 2020 the Alliance, through its representative Tilemachos Boni, was also elected in the Programming Committee (CJP), the body monitoring the programme of the European Youth Foundation (EYF) and the European Youth Centres of Strasbourg and Budapest.

portfolios on **North-South Center and its Universities**, portfolio that is under CoE priority number 3, Peaceful and Inclusive Societies, as well a second newly created portfolio on **Artificial Intelligence**.

At the same time in 2019 the Alliance was also invited to be part of the **Advisory Group of European Solidarity Corps Resource Centre** of Salto, where we are represented for the two years period 2020-2021 by **Daniela Fellingner**, from Alliance Austrian member Grenzenlos and current coordinator of Alliance Development Committee.

Last but not least, Alliance active membership in the **Youth Forum Jeunesse** was in the last two years (2018-2019) stronger than ever. We are recognized by YFJ as one of the major voices in volunteering and we are constantly contributing to the advocacy actions of the forum and part of their Experts Group on Funding.

Study Session Contrapunctus Europeus

A Study Session on the theme of xenophobia and the raising of extreme right wing in Europe has been implemented **from 23rd to 29th June 2019**, at the premises of the **Youth Center of Budapest**, in partnership with YEN, and thanks to the **support of European Youth Foundation of CoE**. The Study Session gathered **28 participants coming from 21 different CoE countries** and was run by an **international team of 4 trainers**.

During the study session awareness has been raised among participants about systemic and systematic discrimination against national, ethnic, racial, religious and cultural minorities and populism as the main mechanism behind xenophobia. Participants have developed critical thinking and skills in human rights as necessary tools in youth work.



Guidelines on inclusion and anti-discrimination in international youth projects have been developed. The activity detailed report is available at this link <https://bit.ly/37iUpwW>

IVS4Peace

IVS4Peace is an **Erasmus+ KA3 project**, coordinated by the Coordinating Committee of International Voluntary Service (**CCIVS**) and implemented in partnership with Alliance network, Youth of European Nationalities (YEN) and several local organisations, all Alliance's members: Elix (Greece), CBB (Belgium), Solidarités Jeunesse (France), Egyesek (Hungary).

The project, that started in 2018 and will keep going on until 2020, aims to increase the participation of **youth with fewer opportunities**, in particular young people with **migrant, refugee and asylum seeker background**, in International Voluntary Service (IVS) projects. It also aims to develop a **Toolkit** and a **Massive Online Open Course** on the topic of inclusion and to empower grassroots organisations' inclusion capacities and expertise.



Last but not least, the project also wants to develop an **advocacy campaign** and to address European Institutions calling for measures that might ease the participation of migrants, asylum seekers and refugees in workcamps and volunteering activities in general.

Since the project started, the Alliance took a very active role on it and contributed to its development in particular through the involvement of the **Access4All Working Groups** and the accessing tools that the WG developed and constantly updates.

In 2019, Alliance representatives participated to 2 IVS4Peace projects meeting:

- The **Steering Team meeting**, that run in Berlin, Germany, from 7th to 11th January 2020.
- The **project Laboratory**, during which part of Toolkit on Inclusion was developed, that took place in Brussels, Belgium, from 17th to 22nd March 2019.

We are sure that this project replies to Alliance members' values, needs and goals and we are eager to contribute to its achievement in 2020 too.

Annex I- Report of Alliance Plan of Action 2019

The detailed Alliance Plan of Action 2019-2020, adopted by the General Assembly 2018, is available at this link: <https://bit.ly/2C70Mbr>

Annex II- Alliance Plan of Action 2020-2021

The detailed Alliance Plan of Action 2020-2021, adopted by the General Assembly 2019, is available at this link: <https://bit.ly/3dVD0wT>

Annex III- Alliance Members 2020, after General Assembly 2019

Full Members

	Organisation	Country	Status
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

	Organisation	Country	Status
44.	CJ	Canada	Associate Member
45.	CIEE	Japan	Associate Member
46.	NICE	Japan	Associate Member
47.	VIMEX	Mexico	Associate Member
48.	VIVE Mexico	Mexico	Associate Member
49.	IWO	South Korea	Associate Member

Candidate Members

	Organisation	Country	Status
50.	Open Houses	Germany	Candidate Member
51.	RUCHI	India	Candidate Member
52.	Youth for Smile	Latvia	Candidate Member
53.	VIN Nepal	Nepal	Candidate Member

Annex IV- Alliance Invitation list 2020, after General Assembly 2019

The Alliance does not work alone. Worldwide we have a lot of partners, which also work in the field of youth or/and youth work.

At the 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**);
- Service Civil International (**SCI**);
- Youth of European Nationalities (**YEN**).

According to the Alliance Constitution and Standing Orders, in addition to Full, Associate and Candidate Members, the Alliance also involved Partners and Guests in its activities and main events (eg. General Conference, Technical Meeting, etc.).

A **partner organization** is an entity which is involved in IVS, implements workcamps, is currently working with Alliance members and well known by the Alliance because they have already joined our network events they were invited to and 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 a partnership with. 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 2019

Some guests were invited to join the Technical Meeting 2020 by the Executive Committee after the GA 2019, according to the procedures set in the Standing Orders.

Partners

	Organisation	Country
1.	Bridge to the Future	Azerbaijan
2.	CYA	Cambodia
3.	DreamWalker China	China
4.	Sunshine Volunteers	China
5.	ACI	Costa Rica
6.	ICJA	Germany
7.	VolTra	Hong Kong
8.	SEEDS	Iceland
9.	WF Iceland	Iceland
10.	FSL	India
11.	Dejavato Foundation	Indonesia
12.	Great	Indonesia
13.	IIWC	Indonesia
14.	IBO	Italy

15.	Informagiovani	Italy
16.	KVDA	Kenya
17.	Leaders	Kyrgyzstan
18.	Nataté	Mexico
19.	MCE	Mongolia
20.	CJM	Morocco
21.	GIED	Philippines
22.	IPDJ	Portugal
23.	AYA	Russia
24.	Digevu	Russia
25.	Passage Zebra	Russia
26.	Sodrujetsvo	Russia
27.	VYA Taiwan	Taiwan
28.	Uvikiuta	Tanzania
29.	VSA	Thailand
30.	UPA	Uganda
31.	VAP-UK	UK
32.	VFP	USA
33.	SJ Vietnam	Vietnam

34.	VPV	Vietnam
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Guests

	Organisation	Country	Remarks
35.	Ajov	Mozambique	Tutor ANEC
36.	BVBP	Peru	Tutor Lunaria
37.	Colourful House	Georgia	Tutor SJ
38.	Educated Youth Society	Algeria	Tutor GHD
39.	Foundation Chiriboga,	Ecuador	Tutor Lunaria
40.	Funkibator	Sweden	Tutor FIYE
41.	GV4GF	Sri Lanka	Tutor NICE
42.	Lumea Lui Pinocchio	Romania	Tutor CBB
43.	SAVWA	South Africa	Tutor De Amicitia
44.	Smart Travel Bureau	Russia	Tutor YRS
45.	Subir al Sur (SES)	Argentina	Tutor Egyesek

46.	Zimbabwe Association	Workcamps	Zimbabwe	Tutor CoCat
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