



# EVS MEGA

XVIII Mediterranean Games Tarragona

—  
**2018**



*How to manage International volunteers  
in big Sport Event.*



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





# PART I: ABOUT THE PROJECT

## EVSMeGa - EVS in XVIII Mediterranean Games Tarragona

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The Mediterranean Games gather several countries in a sport competition, connecting Asia, Africa and Europe, aiming at promoting integration among the geo-political and cultural area. Last edition has been held in 2018 in Tarragona, Spain.



### AIM

***Support a long-term strategy of promoting volunteering as opportunity for young people to develop themselves and find a direction for their lives, involving European Union, South East Europe and EuroMed areas.***

[EVS](#) had been integrated in the overall organising activities of this event, within the voluntary scheme developed by the Municipality of Tarragona, in cooperation with local youth and several stakeholders. Volunteers had the chance to learn from behind the scenes and contribute with their willingness, to share their energy, culture and interests, but they were also really on the fields of the Games – as guests in their free time and as volunteers right on the spot - representing an added value, given by the wide range of countries involved, nearly all the ones taking part in the Game.

This international event had been the moment to explore transversally values, such as fair play, intercultural understanding, tolerance, anti-racism, human rights, inclusion, gender equality, i.e. the base of European citizenship values. Volunteers had been encouraged to learn through this experience, but also they had been invited to become “ambassadors” of those values, to represent Europe, Asia and Africa at the event.

This group EVS had offered the possibility to 63 young people to take part in such a big educational and cultural project, held in the city of Tarragona in the framework of the Mediterranean Games. They will be prepared and supported by 21 [sending organisations](#) from Programme and Partners countries (SEE and EU-ROMED) of [Erasmus + programme](#), hosted in Tarragona for one month, taking actively part in the Games.



# OBJECTIVES

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## SHARE & LEARN

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provide a space for young people coming from 21 countries to share, learn and grow through common actions based on voluntary work and active participation in the community, with a special remark on the development of soft skills for employability and a more effective entrepreneurship attitude



## PEOPLE DEVELOPMENT

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enhance the participation and integration of young people with fewer opportunities, facing geographical, cultural, social and economical in being active in their community and realizing their ideas, thanks to the inspiration given by taking part in such a big event

## INTERCULTURAL DIALOGUE

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foster the intercultural dialogue supported by the integration and contact with both the international framework of the Games and the local activities aimed at fostering ICL learning and common understanding



## ERASMUS + PROGRAMME

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promote Erasmus+ programme, enhancing mobility opportunities of young people in quality project which will provide important lifelong experiences for personal and professional development of youth at International level.

## VALUES & EDUCATION

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highlights the values of solidarity, tolerance, cooperation, respect for human rights as main tools for a more inclusive society, along with a focus on peace education



## COOPERATE & NETWORKING

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boost the cooperation and networking of different stakeholders coming from several communities, in order to create bridges and establish synergies among organizations of the civil society, institutions and stakeholders



# TIMELINE

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1st				7:00 EVS Arrival	8:00 On-arrival Training 8PM	9:00 L20 Workshop Night	16:00 L21
2nd	11:00 Meeting with organizers volunteers	8:00 CA1	10:00 to prepare the tasks	8:00 to prepare the tasks	9:00 to prepare the tasks	16:00 to prepare the tasks	13:00 to prepare the tasks
3rd	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	21:00 to prepare the tasks	21:00 to prepare the tasks	21:00 to prepare the tasks	24:00 to prepare the tasks
4th	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks
5th	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks	16:00 to prepare the tasks

The activity flow are based on 4 milestones:

**week 1 (08-13/06):** arrival, pick-up, meeting of all the volunteers and welcome from the authority, On-arrival training.

**Complementary activities (CA):** Intercultural night and workshop on culture of peace

**week 2 (15-19/06):** preparation of the Games: get to know the local team, visiting location, understanding the task division and roles, planning the logistic of the Games and of the project.

**Complementary activities (CA):** sport day with [Casteller](#), [Street Talks](#), Erasmus+ fair in the community

**week 3 (22/06-01/07):** implementation of the Games: each volunteer is gonna be placed in a different role and accomplish the task, daily reflection time, sharing.

**week 4 (04/07-07/07)** close-up of the project - Preparation of the project results, evaluation, youthpass, planning of the follow-up at local level.

**Complementary activities (CA):** [Human library](#)





# About the coordinator



*The MUNDUS Association is a non-profit organization, created in 2013, which has delegations in Santa Coloma de Gramenet (Barcelona), Girona, Zaragoza, Malta and Bulgaria.*

Our main task is to manage training projects and international mobility internships, volunteering, exchanges, courses- for young people and professionals who work with this sector of the population, promoting values education, intercultural learning, or the volunteering from non-formal education

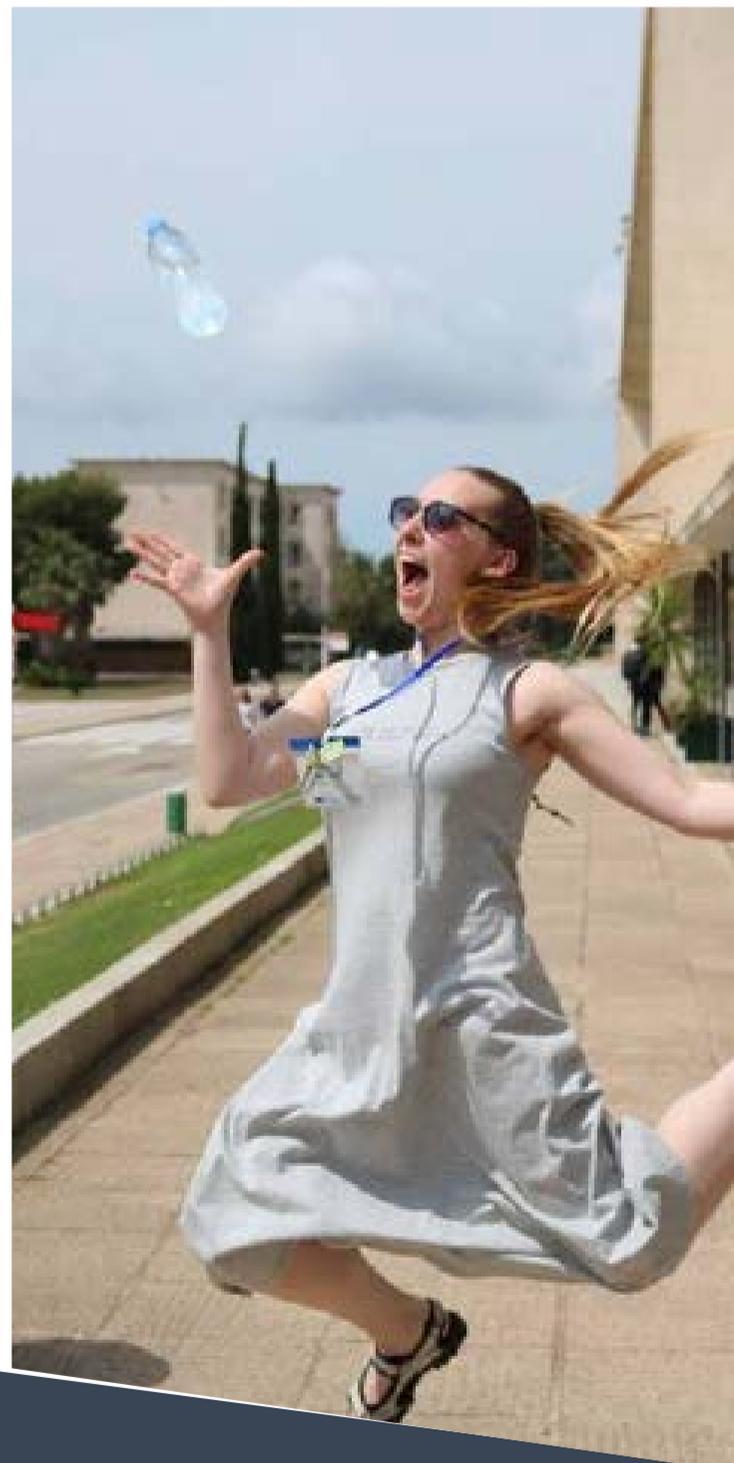
## MUNDUS

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The mission of MUNDUS is to help young people prepare to face the challenge of an uncertain life in an active and changing world through participation in new international experiences.

Another of our strengths is international mobility for vocational training centers. Each year we send an average of 150 students to carry out their internships in countries of the European Union. Among them, students of the city of Tarragona through the agreement established with the City Council of Tarragona. We also welcome in Spain between 300 and 400 young people from all professional families. We work with a network of companies in Aragon and Catalonia engaged in the learning process practical of young Europeans.

The people that make up the MUNDUS team have gone from be participants in mobility and volunteering projects to be, motivated by our own experience, organizers and trainers of this kind of opportunities for other young people.





For this call for Large Scale EVS Event, we have the expertise have been part of both participants as partners of the project of 7 previous projects of this type. At the local level, we cooperate with different organizations, such as:

- ➔ [Fundacio EVEHO](#)
- ➔ [Mans a les mans](#)
- ➔ [Ajuntament de Santa Coloma de Gramenet](#)
- ➔ [Center Obert Rialles](#)
- ➔ [Center Obert Moises - el Far](#)
- ➔ [RefugiArte](#)
- ➔ Client Company Name.
- ➔ Different vocational Centers of Santa Coloma

All members of the association have wide experience Youth programmes, as former EVS volunteers who participated and organized E+projects, as participants and trainers. Then,we have a global vision of the European Mobility programs, its possibilities, content and objectives.



# About the partners



## MULTICULTURAL PROJECT

In this project we have 22 shipping organizations from different countries in Europe, the Balkans and Euromed, all of them with recognized experience in the field of youth, with a long career in the Erasmus + program.





*“Of course, it takes a lot of courage to leave your home, but it takes a lot more to stay and to try to improve it and make it better. Thank you, EVS, for helping me realize that.”*

**ISAJA KARADAKOVSKA**



## THE PARTNERS

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### **ALGERIA - L` Association AGIR pour le Développement & l` Epanouissement de la Jeunesse**

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[AGIR is an innovative youth NGO](#) that equips young people with knowledge and skills which enable them to directly get involved in improving their communities. AGIR employs a ‘leveraged impact’ model. We believe that young people have enormous untapped potential and can be very effective in instigating positive change in their communities. Our work involves training and supporting young people so that they are empowered to then initiate positive community development projects and train their peers on vital development issues.

AGIR is run by young people for young people by means of a democratic structure. Our members mainly work on a voluntary basis. There is no limit age to participate in our activities, but the majority of participants are under the age of 35.

It is young people who decide about activities of the organization, define the strategies and implement the action plans, run the organization and ultimately evaluate it. It is important to note that most young people in AGIR are actively involved in other aspects of civil society, frequently establishing links between the Member Organizations and the local, regional or sometimes national institutions, in addition to other organizations.

AGIR is part of Anna Lindh Foundation network and Peace Bag for EUMED Youth

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### **Sting for Consultancy and Design - EGYPT**

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We are a social enterprise offering capacity building and leadership trainings for development endeavors in Egypt and the Middle East. We are using innovative and non-profit approaches in all we do. Sting was initiated by a group of [young development professionals who have a passion for promoting participatory development methodology](#) and an urge to adopt innovative and creative development approaches that are responsive to the changeably nature of civil society in order to seek to practice human capital development differently.

Vision: become a hub for human capital development in the Middle East, inspiring people and organizations via state of the art approaches for personal and professional growth. We aspire to make a difference in the lives of everyone within our community or organization’s social circles. Mission is to enable individuals and organizations to realize and utilize their full potential and cultivate sustainable change on the personal, professional, and societal realm. With non-formal education at the heart of all our programs, our core areas focus are youth empowerment, women leadership, and community development.

We implemented a number of projects in collaboration with British Council, Save the Children, Care International, GIZ, Catholic Relief Services, as well as National Council for Women and the Ministry of Youth in Egypt.



## THE PARTNERS

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### **TUNISIA Association Tunisienne pour l'Animation Culturelle Jeunesse et Loisirs. Hammam Sousse-Tunisie**

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The objectives of our organization are

- Youth integration in social life and their participation in the development of socio –cultural activities
- Raise awareness of young people about the importance of the associative life
- Help youths to be more responsible citizens aware of their active role within society
- Organization of national and international exchanges, EVS and meetings in the purpose of giving young people the opportunity to know other youths from other parts of the world, discover other cultures, traditions also it is an opportunity to exchange ideas and learn from each other's experiences.
- Create strong relationship with other associations and organizations with similar objectives

The organization's committee includes 12 members, equally divided in gender (males and females) and it also includes all types of social classes such as college students, unemployed youth, employees.

The activities of the organization are in partnership with a big member of other local, national and international organizations and we cooperate with ones that take on environmental issues and work on environmental projects, there are also cultural organizations with cultural projects along with trainings, meetings and formations. We also work with artistic organizations with health issues and sensitizing the youth.

### **TUNISIA - Club Culturel Ali Belhouane**

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“Cultural Club Ali Belhouane” (CCAB) is a nongovernmental, non political and non profit youth association. The main aim of CCAB is to empower youngsters and foster their involvement in the civil society while helping them to build strong character and attain their full potential as responsible citizens and leaders.

Our main concern is how to cultivate a generation who promotes respect, understanding and cooperation while working to eradicate all forms of discrimination and violence. [Club Culturel Ali Belhouane](#) is an NGO established since 1979 and it works very closely with young people and children. We do have more than 1000 adherents and our mission is to encourage the young generation to be active citizens and to help positively to the building of a new democratic Tunisia.

Since its beginnings, CCAB has focused on issues dealing with young people through its activities and projects. CCAB's activities can be presented on three essential dimensions. Locally, CCAB organizes cultural events for the neighbourhood and youth festivals for school's children of the neighbourhood. Nationally, CCAB works with several national partners on social projects having issues like media, environment, citizenship...

On the international plan, CCAB essentially organizes youth exchanges, international workshops and trainings. It is also an accredited organisation for sending and hosting volunteers.

CCAB is based in Tunis but has 5 other branches across Tunisia in order to reach more Tunisian youth especially in marginalized areas.

We train youth to be leaders in their own communities and then to hold mini-projects according to their desires to realize a change and impact their own community.



# THE PARTNERS

## ALBANIA - ACT for SOCIETY Centre

[ACT for SOCIETY Center](#)”, extends its activity in Albania and is a non-governmental, organization established in 2012.

The aim of the organization is to give to the individuals and community the opportunity to be part of the social, economic, cultural life of the country, in order to build a healthy society, by helping them how to act for they own social problems through holding different workshops, trainings, conferences, and campaigns.

Its mission is to enhance the healthy lifestyles and stimulate the sustainable development of society, it's work consists on promoting culture, advocating for democracy and human right issues, connecting young's, stimulating the active participation in the social live and decision-making processes.



### Objectives:

- Stimulate good governance, fight of corruption and transparency;
- Promote human rights and inclusiveness of marginalized groups having in focus gender issues, Roma community, and other vulnerable groups
- Contribute to integration processes;
- Enhance youth activities, initiatives and projects;
- Embrace think-tank ideology and stimulate research;
- Promote Decentralization and Regional and Cross-Border Cooperation
- Peace – building.



ACT for SOCIETY Center has immensely invested in human resources development. Upon its establishment, staff received comprehensive training and technical support including training retreats, training of trainers/training of consultants, regional internships, and on-the-job training that is followed by continuous professional and personal development.

ACT for SOCIETY Center is the founder of the IRIS-Youth Initiative on Sexual Issues Network also our Center is part of many National and International Networks such as Coalition for Promotion of Women and Youth in Politics in Albania, Youth Voice Albania, Anna Lindh Foundation Network Albania; UNITED for Intercultural Action, In the National committee of No Hate Speech Movement etc.



## THE PARTNERS

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### **ITALIA - CEMEA del Mezzogiorno onlus (Training Centres for Active Education Methods)**

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The Italian organisation CEMEA del Mezzogiorno onlus (Training Centres for Active Education Methods) works with international learning mobility as a tool for education, complementing our local work within our youth centres in Rome. Our organisation is part of worldwide educational movement of trainers and social workers started in the 50s.

**Vision:** CEMEA promotes the respect of people diversities, believing in everyone's desire to better one self. Making this opportunity accessible to each individual is CEMEA's main aim.

**Mission:** CEMEA's educational activity, combined with the international learning opportunities offered by the European Union, support participation, intercultural approach, local dimension and active citizenship as basic elements for collective and individual actions. CEMEA del Mezzogiorno is an ONLUS (non profit organisation of social utility) placed in Rome and its action deals with disadvantaged young people, the promotion of non formal education through training, the development of local communities and active citizenships. In this initiatives involves children, teenagers, parents and teachers through play and recreational activities, which are main tools of its work. Our main activities in Italy can be summed up in: training stages for educators; educative centres for children, teenagers and youngsters; artistic and cultural activities within social programs; holidays and spare time centres; international exchanges; workshops outside compulsory education; ecological and environmental education; exchanges with universities; national and international meetings and publishing activities.

### **MACEDONIA - Zdruzenie za volonterizam Volonterski Centar Skopje**

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[Volunteers Centre Skopje](#) is a non-governmental youth organization created in 2005 by former EVS volunteers. The main goal of the organization is to give non-formal educational possibilities to the young people, in different fields, in local and international level; to promote the idea of volunteerism and to connect young people without reference to their nationality, religion, political, economical or social status. We are putting effort to develop a multicultural civil society, to reinforce the existing democratic structure, to enhance the affirmation of young people through their individual abilities and skills, and to connect the young people with the purpose of their closer cooperation. Our members can participate in various local and international projects: seminars and trainings, study visits, youth exchanges, ecological and social actions. Volunteers Centre Skopje was involved in the development and establishment of Law of Volunteerism in Macedonia. At present we are monitoring state policies regarding youth and taking part in public discussions regarding this matter. In addition to organizing non-formal learning activities we have experience of coordinating humanitarian and environmental events. We are also accredited EVS hosting organization (2014-1-MK01-KA110-000293), inviting foreign and local volunteers to collaborate in the creation of free magazine for young people of Skopje, called "VOICES" which is published in three languages. Until now we hosted more than 150 long term EVS volunteers. We also organized already 3 short term EVS projects connected with cultural events. In 2009 group of short EVS volunteers coming from France, Belgium, Italy and Hungary took part in XIV Edition of the Biennial of Young Artists from Europe and the Mediterranean. In year 2010 and 2011 we hosted groups of short term volunteers that took part in theatre festival Faces Without Masks organized in Skopje. In addition we are accredited EVS sending and coordinating organization, helping young people from Macedonia to become volunteers in non-governmental, non-profit and public organizations in EU countries, EFTA countries and Turkey. Until now we sent more than 180 youngsters which had an opportunity to experience EVS in different countries all around Europe.



## THE PARTNERS

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With non-formal education at the heart of all our programs, our core areas focus are youth empowerment, women leadership, and community development. We implemented a number of projects in collaboration with British Council, Save the Children, Care International, GIZ, Catholic Relief Services, as well as National Council for Women and the Ministry of Youth in Egypt.



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### FRANCE - Pistes Solidaires

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[Pistes-Solidaires](#) is an educational organisation that champions the knowledge, skills and attitudes that promote justice and equality in our multicultural society and interdependent world. Pistes-Solidaires was founded in 2002 with the aim of raising awareness of global problems and showing the potential for change; the organisation also works to enable individuals to better understand the links between their own lives and those of others across the world.

We see education as all-encompassing and life-long and our work in the educational domain is based on UNESCO's four pillars of learning: learning to know, learning to do, learning to be and learning to live together.

The organisation comprises 3 departments:

- Education works on European programmes such as EVS, youth exchanges, training courses, lifelong learning projects, senior volunteering, as well as international voluntary civil service
- European cooperation aims to increase the impact of EU cooperation at local level in education, social inclusion, socio-cultural fields
- Local development: we aim to augment local knowledge of Europe and European values. We were awarded the 'Europe Direct Information Centre' label by the European Commission in 2013.

Pistes-Solidaires is also a part of a European-wide federation comprising 13 member organisations.

### TURKEY - Systeme and Generation

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From that time tolerance, cooperation, social help and integration are our aims. [We are here to provide young people from different cultures empower tolerance, encourage their entrepreneurial spirit, helping them acquire knowledge and qualifications, cooperate in mobility with international institutions.](#) System and Generation gets into the act about; increasing of economic growth, providing efficiency about increasing of production, sustaining the production, sustainability that cares socioeconomic needs and planning that analyze the problems, and also with the belief of projecting Process, considering co-working culture by reaching this target as the best way, combining the systems which made in EU and creativity of our citizens especially the youth. Our organization is the member of few international networks and their representative of Turkey: Anna Lindh Euro-Mediterranean Foundation for Intercultural Dialogue Between Cultures.

#### [Co-Coordinator of Turkish Network](#)

Co-working is our point of view by reaching this target as the best way, combining the systems which made in EU and creativity of our young citizens.



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## MOROCCO - Amuddu Chantiers Sans Frontières

Founded in the year 2006, [Amuddu Association](#) has been undertaking the task of promoting youth participation and awareness of the importance of participating in public life and promoting youth initiatives. The principal objectives of the Association are:

- Encouraging people to protect their natural environment and to value local biodiversity.
- Promoting citizenship and youth participation
- Creating national and international youth exchanges.
- Contributing to the process of human development.



- Encouraging cultural and green tourism.

Amuddu has worked on these objectives through volunteer work camps, long-term volunteerism missions and youth exchange meetings organized around various themes. Among our activities:

- Local and international voluntary actions: landscaping, creation of green spaces in the city's neighbourhoods and schools ...
- Youth Exchanges: organized around various themes such as cultural exchange, creativity, non-formal education, citizenship...
- Hosting and sending young volunteers: European Voluntary Service, the International Civil Service, Collectif Marocain du Volontariat CMV...
- Engaging in local and national youth dynamics: RM-FAL Moroccan Network of Anna Lindh Foundation, RE-MAJEC Moroccan Network of Youth and Concertation, CMV Moroccan Collective for Volunteering
- Seminars, trainings about preserving the environment and sustainable development.
- Green and cultural tourism: discovering and valorising cultural and natural richness and biodiversity of the country.

## BULGARIA - Association "Focus – European center for development"

[Association "Focus - European Center for Development – Pazardjik](#) was founded as a non-profit organization. The Association "Focus –European Center for Development " is EVS accredited NGO to host and send volunteers from all over the world. Aims:

- To [create a European community of pupils, teachers and parents in the territory of Pazardjik and surrounding that will support the idea of social integration](#) and professional development of adolescents;
- To implement trainings and experiments about public interest in different problems cooperating with the local authorities.
- To develop solidarity and promote tolerance among the public in order to stimulate social cohesion in the European Union.
- To encourage public participation in social life and to strengthen the links between local groups, schools, businesses and municipal authorities.
- To stimulate youth involvement in the activities



# THE PARTNERS



related to personal and social development.

- To carry out active work for sustainable social development and democratic principles in a civil society.
- To organize activities and events, to restore and improve the quality of the environment.
- To improve the welfare of disabled people - their acceptance and socialization in their families, among peers, colleagues, friends and among the middle part of the community in which they live.
- To provide an environment where the youth with disabilities will be involved in the activities for their future development..
- To prohibit negative social phenomena's spreading among the youth environment, such as: crime,

aggression, addiction, prostitution, xenophobia etc.

Activities:

Educational activities - seminars, conferences, training trips, workshops, joint appearances and public awareness of the history and development and achievements of the association. Helping students and parents to improve communication and teamwork. Support specialists associated with the integration of children with special educational needs.

## UNITED KINGDOM - Dacorum Council for Voluntary Service

Dacorum CVS has a staff team of 35 plus many tutors and interpreters we engage as required. The organisation turnover is £1.6 million and the following quality standards: Investors in People, Investors in Diversity, Matrix and ISO9001.

We are [an educational provider and combine the role with community development, support and services. We deliver leisure and employability skills related courses for individuals and courses to build the capacity of NGOs.](#) We deliver a range of projects to meet community need, e.g. Community Transport, Shopmobility, Corporate Social Responsibility, Cultural Learning Project, Radio Dacorum (internet community radio station), Repair Shed, an Interpreting and Translation Service, Migration Integration and Domestic Violence support.

We represent NGO's in strategic and other partnerships, where we sit with public and private sectors in community planning and ensuring good current service delivery. We actively engage with a wide variety of subject areas; such as European funding, economic development, social enterprise, children and young people, migrant workers, ethnic minorities, people with disabilities, older people, the environment, community safety and lifelong learning.

In the delivery of our activities we have the support of over 130 volunteers. These are primarily from three areas, with Shopmobility (admin and client welcome), Community Transport (admin and Volunteer drivers) and Radio Dacorum (admin and volunteer presenters). We have policies in place to ensure positive experience for volunteers and have passed the local six point pledge on Volunteer Management Good Practice, which is a requirement of accessing funding from Dacorum Borough Council.



# THE PARTNERS

## ESTONIA - Continuous Action

[Continuous Action](#) is organization which unites people interested in lifelong learning, cultural exchanges, learning mobilities and voluntary service.

The aim of our activity in and through Continuous Action is to enable the possibility of lifelong learning and to act within the boundaries of equal opportunities irrespective of gender, social status, economic situation, knowledge, education or age. In order to achieve the aims and tackle the obstacles, we develop and implement initiatives, projects and diverse actions at local and international level. We cooperate with other governmental and non-governmental organisations in order to promote mobility and lifelong learning opportunities, both in Estonia and abroad. Since 2006 we have successfully implemented different projects in the field of lifelong learning and initiated different projects in order to provide non-formal learning opportunities for different target groups. During last 10 years we have successfully implemented different projects in the field of lifelong learning and initiated different projects in order to provide non-formal learning opportunities for different target groups that include youth, young adults, adult educators etc.



## CROATIA - Association for promotion of IT, culture and coexistence

Association IKS was established in 2003 with the objective of community development in a post-war region, empowerment of community members, especially those discriminated, socially isolated and otherwise marginalised. As a non-profit, non-government community organisation we're working towards a Vision of a humane, democratic environment in which Association IKS acts as a generator of changes and a stronghold of positive ideas. Given our country's history and current "developing" democracy, our primary Mission is to empower citizens to develop a sense of responsibility and initiative for the advancement of the entire community. Strategic goals:



- Fostering active citizenship and participative democracy.
- Empowering people for the labour market to eliminate poverty and social exclusion.
- Civil society development.
- Development of the organization towards aim of strengthening social impact on community.

[Association IKS](#) has 13 active executive board members, 6 employees and 127 active volunteers. As NGO's in Croatia do not have many options for institutional support, our resources depend specifically on the number of calls published and projects approved for funding. As one of the more experienced and successful organisations in Croatia we have been part of a Regional program for developing capacities of Community Service Organisations and local communities since 2008, through providing information, advice and training to other CSO's or citizen initiatives.



## THE PARTNERS

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Association IKS actively promotes mobility through all of our projects and programs. [We've implemented 11 EVS projects through ERASMUS+ and several international youth exchanges for youth with fewer opportunities](#) as well as over 10 other large EU projects.



### **MONTENEGRO - ASSOCIATION FOR DEMOCRATIC PROSPERITY - ZID**

Our vision is society of equal and responsible citizens oriented towards democracy, social values and the balanced development of the community. We aim to promote and strengthen personal responsibility and active participation of young people, organizations

and other stakeholders in society through development and implementation of policies for socially responsible programs and services that contribute to the development and reconstruction of social capital in the community and improving the life quality of citizens and those who are at risk of social exclusion. Today, although young people still remain in the focus of our work on very important programs, ADP - Zid as one of the strongest non-governmental organizations in Montenegro has developed programs oriented towards quality of life, development and social responsibility of all stakeholders in the community. All of these programs are based on the principles of non-discrimination, lifelong learning and equal opportunities for all, as well as the values that the organization promotes, such as participation, innovation, creativity, solidarity and activism of citizens, especially young people. ADP - Zid is a member of several networks at the international, regional and national levels:

[International Association for Volunteer Effort \(IAVE\)](#)  
[South East European Youth Network \(SEEYN\)](#)  
[Youth for Exchange and Understanding \(YEU\)](#)  
[Alliance of European Voluntary Service Organizations \(ALLIANCE\)](#)  
Helsinki Citizens' Assembly (HCA)  
[UNITED for Intercultural Action](#)

### **CUBIC - Cultur & Bildung im Conte**

CUBIC, (Culture & Education in Context) is an [organization of professional trainers, dedicated to non-formal education, training for youth and social workers, to youth work and dealing with inclusion & integration topics on a regional and international level](#) since its foundation in 2005.

The association's members, professionals in the field of youth and social work and training development, are experienced in educational project management, and have more than 10 years experience in managing EU projects and working with the target group of disadvantaged young people and adults. Our strategy for inclusion project, "Rückenwind".

In 2012 CUBIC won the Audience Award of the SOZIAL-MARIE for the social innovative projects.

Cubic aims at encouraging intercultural exchange and learning processes, promoting educational training for young people, youth workers and multipliers, and im-



# THE PARTNERS

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-proving the opportunities of young people and adults of getting involved in social and labour life.

Our team has extensive international youth work expertise and organisational knowhow, combined with excellent language skills and proficiency in using the new technologies and tools for visibility. The team has relevant experience in Youth in Action and Erasmus+ projects in different settings and is cooperating with international partners especially in the context of the Rückenwind network.

Four of our board members and the majority of staff are social workers (Board: Leo Kaserer, Peter Zimmermann, Gregor Zimmermann, Julia Kurze; office. Markus Albrecht, Kathrin Gritsch, Armin Mayr).

[CUBIC](#) members also hold certificates and have experience as trainers in the field of international youth work and non-formal learning (LK, MA), adult educators (MA), coaches (LK,MA), mediators (PZ). Two have been directors of a youth centre (LK, MA) and EVS-trainers (LK, MA) on national and international level , as for example SALTO (LK,MA).

## **SOCIAL YOUTH DEVELOPMENT CIVIL NONPROFIT SOCIETY - K.A.N.E**

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Koinoniki Anaptyxi Neon / Social Youth Development, (K.A.NE.), is a [non-profit organization situated in Kalamata, \(Greece\)](#). Local young people founded KANE in 2008 with the aim to develop both locally and internationally. Our target group is mainly young people aged 15-35 and people involved in the youth field.

Our vision is to foster youth motivation in order to take initiatives and become more active citizens. Our mission is to create structures for the youth and to provide educational and training opportunities for youngsters and people that work in the youth field. We also aim at fight-



The specific goals of our organization are divided into 3 categories:

### 1. Youth

- Support youth in the local community (Personal and social development, effective integration into the economic and social community).
- Create Youth Structures (youth centres, community centres, festivals, other).
- Promote non-formal learning in the youth field.
- Promote active citizenship at local and European level, encourage intercultural cooperation and the fight against discrimination.
- Recognition of the profession of youth worker.

### 2. Local community

- Promote the idea of volunteerism.
- Promote gender equality and respect to human rights.
- Promote social inclusion and equal opportunities in education.
- Create a network of local organizations or groups specialized in social work.

### 3. Organizational

- Capacity building and ongoing staff training
- Achieving operational sustainability
- Continuous [improvement of quality assurance and enhancement programs nationwide and European.](#)
- Continuous development of new partnerships and creation of a European network.



# Local Partners



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

*The whole project was a great territorial cooperation through several stakeholders: without the precious support of our local partners and Institutions, this Large Scale wouldn't happen. The project had been co-funding by the Erasmus+ of the European Union but without the co-funding of the local and regional level, it wouldn't be possible to run the project.*

## MUNICIPALITY OF TARRAGONA



We want to thank the [Municipality of Tarragona](#) which helped us and cooperated in the development of a common strategy about volunteering with a long-term attitude. Furthermore, the City Hall kindly welcomed us, inviting several local authorities, among them the Representative of the European Commission in Barcelona and provided us spaces for events.

## PROJECTE EDUCATIU TARRAGONA



An important role in the logistic and implementation of the complementary activities was given by [Projecte Educatiu Tarragona](#) which helped us in the Sport Days and it was a great liaison with the local community, providing several moments to get to know the town and the population

## FUNDACIÓ TARRAGONA 2017



They were planning and organizing the overall event. We are grateful because [we couldn't make it without them](#), as they were also our main provider of transportation for the volunteers with bus, vans and cars which we could freely use within the framework of the Games. The Director and the Coordinator of the Volunteers were extremely patient and kind on daily basis and our cooperation was excellent at so many level, enriching each other.





SECRETARIA D'IGUALTAT,  
MIGRACIONS I  
CIUTADANIA



[Secretaria d'Igualtat, Migracions i Ciutadania](#) was crucial in taking a step forward in the concept of the inclusion through the project: without their support, it wouldn't be possible to involve the young refugees who took part in the Games as volunteers within the International Group. The measure is included in the Comite de Acogida, as good practice for the socio-political integration of the refugees in the territory of Catalunya.

DEPARTAMENT D'ACCIÓ  
EXTERIOR, RELACIONS  
INSTITUCIONALS I  
TRANSPARÈNCIA



According to the view and values of this [Department](#), it was important to support our action in the Games, gathering people from all the Mediterranean countries, as a further step towards a peaceful and solid cooperation, in line with the political guidelines of the Government, which is often taking actions to help and getting involved in several cooperation with those countries.



**In this framework, Asociación Mundus had an agreement with these two bodies of the Catalanian Government, in order to get a co-funding of about 8.000€**





# PART II - A BIT OF CONTEXT

## MEDITERRANEAN GAMES: A REALITY FOR PEACE AND UNDERSTANDING

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*The Mediterranean Games are a multisport competition that is organized within the Olympic movement, with the recognition by the International Olympic Committee (IOC). The Games sees several sports and they are held usually every four years, between nations around or very close to the Mediterranean Sea, where [Europe, Africa, and Asia meet](#).*

The participation is established through the [Olympic Committees](#) of each of the member countries of the International Committee of the Mediterranean Games (ICMG), in the geographical area of the Mediterranean, in more than 25 disciplines.

The idea was proposed at the 1948 Summer Olympics by Muhammed Taher Pasha, chairman of the Egyptian Olympic Committee and vice-president of the International Olympic Committee (I.O.C.), assisted by the Greek member of the I.O.C. Ioannis Ketseas.[1] In 1949 an unofficial event was held in Istanbul, Turkey[2] but the first official Mediterranean Games were held in Egypt in 1951.

The Games were inaugurated in October 1951, in Alexandria, Egypt.

- *The importance of this event of global resonance is related to the need to promote solidarity and mutual understanding among the countries of the Mediterranean area, so that peace is pursued among the populations.*

## THE MEDITERRANEAN GAMES OBJECTIVES

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Contributes to the propagation of the ideals and principles of Olympism as defined in the Olympic Charter and of Olympic education in the countries of the Mediterranean Basin; the Mediterranean Games are held under the patronage of the IOC.

- Contributes to strengthening the bonds of friendship and peace between young people and Mediterranean athletes by promoting understanding, dialogue, cooperation and solidarity among the NOCs of the Mediterranean Basin.
- Organizes development and cooperation activities in the field of sport, in particular for the countries that are most in need, in order to raise the level of practice and contribute to the development of Mediterranean Sport.

This year the city of Tarragona hosts a major sporting event: the [Mediterranean Games](#), which bring together several countries in an Olympic competition, connecting Asia, Africa and Europe to promote integration between the geopolitical and cultural area.



# What is EVS?

***The European Voluntary Service (EVS) is an action of ERASMUS+, a European Union programme that promotes the mobility of young people through international activities with a non-formal education dimension such as youth exchanges, voluntary services, youth initiatives and training of youth workers.***

EVS offers young people the opportunity to volunteer abroad from 2 weeks up to twelve months in several fields: social, cultural, environmental, and sports sector. EVS provides the funding to cover the volunteer's costs and they are supported by sending and hosting organisation.

What is covered by the programme:

- The International travel up to a certain amount established by the European Commission, according to the distance.
- Accommodation and food
- Exceptional volunteer costs - i.e. Visa costs, accompany person, reinforced mentorship
- Language platform
- A monthly pocket money, fixed per host country for personal expenses

EVS projects can take place in both programme countries and partner countries. Programme countries include the member states of the European Union, the EFTA/EEA countries (Iceland, Liechtenstein, and Norway) and pre-accession countries. Some EVS projects can take place in partner regions of the European Union, such as South East Europe, Eastern Europe and the Caucasus region, as well as EuroMed countries or even around the world.

## What's next?

### EUROPEAN SOLIDARITY CORPS

The [European Solidarity Corps](#) is the new European Union initiative which creates opportunities for young people to volunteer or work in projects in their own country or abroad that benefit communities and people around Europe.

The young people who participate in the European Solidarity Corps will all agree with and uphold its Mission and Principles.

[You can register](#) for the European Solidarity Corps when you are 17 years old, but you cannot start a project until you are over 18. European Solidarity Corps projects will be available to people up to the age of 30 years old.

After completing a simple registration process, European Solidarity Corps participants could be selected and invited to join a wide range of projects, such as helping to prevent natural disasters or rebuild afterwards, assisting in centres for asylum seekers, or addressing different social issues in communities.

Projects supported by the European Solidarity Corps can last from two to twelve months. They will usually be located within the European Union Member States.



# About International volunteering in Mediterranean Games

***Mediterranean Games are very popular all over the world and especially in Europe. At the same time also racism is a problem for sport events across Europe and the Games reflect the main idea of promoting sharing and understanding of people and cultures. Through the EVS we want to show that working in an international group is an enriching and important contribution to break stereotypes and overcome conflicts through cooperation and sport activities.***

These types of events need a lot of human resources and require a very clear structure and organization so that everything can go well in the details. For this reason, young volunteers are usually involved, to be a win-win situation where young people gain experience and feel good in helping and the organization of the Games is enriched by the presence of people from all over the world that I can support in different tasks.

We still have in mind the incredible experience of Barcelona 1992, a global example of the importance of volunteering at a social and economic level. Inspired by this practice of our Autonomous Community, we think it is very interesting to provide support for the Games, providing a large number of young international and national volunteers.

## ● WHY EVS IN THE MEDITERRANEAN GAMES?

***Working together in an international group will provide space for personal reflections on individual values within a certain society s.***

Within the programme of the EVS, the volunteers will have the opportunity to present their countries and cultures, exchange information to the local community and act as positive examples and role models for the Erasmus+ opportunities, including getting in touch with the audience of the Games, probably not aware about the programme. This will help them to talk to each other about common values and differences, as well as ways to accept the others. The volunteers also learn about different ways of becoming active and communicating. Knowing tools and active people brings great motivation to the participants of the EVS. This can be translated into own initiatives in their community. An added value is given by the wide geographical origins of the chosen organization, in line with the ones taking part in the event.

[The volunteers are involved in the long-term volunteering strategy of Municipality of Tarragona](#) and we want to ensure the crossing of experience and the best placement for letting everyone give their best, so then we have chosen several areas where EVS can be put, according to their skills and interests, including the need of multilingualism approach, as follow:

- Point of information and general support from the arrival until the end of their stay.
- Collaboration with the mascot and support any action planned to promote the Games.
- Support to department of graphic design
- Collaboration in social networks.
- Support for translation and interpretation
- Collaboration in care and support, accompany and inform the authorities and personalities
- attending different areas: boxes, VIP areas
- Support for opening and closing ceremonies.
- Collaboration in the organization of meetings



# PART III - HOSTING EVS IN SPORT EVENT

Do You wanna Host International volunteers in Sport event?  
**Here our experience!**

## ***SPORTS***

SUPPORT ATHLETES



## ***IT***

LOGISTIC & MATERIALS  
SPORTS FIELDS

### **STEP 1: STRATEGIC PLANNING OF THE NEEDS**

In a very early stage, it was important to detect the needs of the Games in terms of volunteers, in order to identify in which position their talent and energy was needed. Here a possible scheme:

## ***INFRASTRUCTURES***

ACCOMODATION  
TRAVEL/TRANSPORTATION  
VOLUNTEERS  
SECURITY  
CEREMONY



## ***SERVICES***

ACREDITATIONS



## Step 2: Selection of the volunteers

*One of the main point of a successful recruitment is investing time and smart tools for the selection of the participants. Once you know what are the main areas where the volunteers can be placed, it is important to clarify the profile of young people needed. From our point of view, it was very clear that we would like to involve young people facing geographical obstacles, cultural differences and social issues. Like this, the educational purpose of the project could emphasize empowerment and development of communication skills, as well as job-related skills, along with the main concept of working on Intercultural attitude and conflict transformation*



### THE IDEAL VOLUNTEER

- FLEXIBLE
- MOTIVATED
- CREATIVE
- TEAM WORKER
- WILLING TO HELP
- INTERESTED IN THE FIELD
- MULTILINGUAL\*

*\* At least basic English and his/her mother tongue*



### TIPS

careful with the expectations of the volunteers who were already in the sport field because they might be focused on the sport itself, putting aside any other task or aspect of the experience





## SELECTION PROCESS

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We decided to have 2 different ways

### Application form + CV

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The application form was the moment when the applicant could quite freely express his/her motivation, expectations and contributions to the project, along with basic personal data and information for the next steps. We included a creative question about superpower to better understand the inclination of each person. We were crossing this information with their CV, just to get to know the background of each person. In order to be fair, we made a table, choosing several indicators for assessing the motivation and the potential of learning in this kind of project: two people from Mundus were analyzing the same candidates and give feedback, as a matter of impartiality. After that, we were sharing the results within our team and with their Sending Organizations before to have short list of candidates for the interviews of about 150 people.

**TIPS:** We did not expect to have 5000 many applications (a way more than 800), so keep in mind that the selection process might take longer than you planned.

### Skype interview

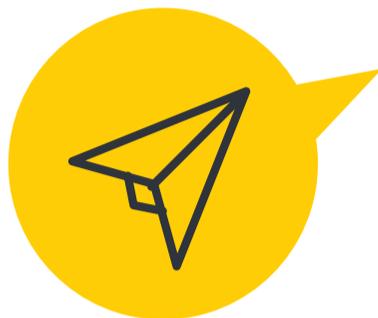
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The skype meeting was meant to meet the candidates and check their organizational skills, as well as creativity. We asked to the 150 candidates that we liked the most to give us 3 availability, confirming one of it, according to our schedule. For instance, we rejected some people that postponed the interview more than once cause it was a sign of low commitment. Inside our team, we decided to make a common scheme for the interviews, in order to detect the potential of the candidates, based on the organizations' experience in previous selection process. We decided to apply some case studies, in order to check the attitude towards the unpredictable things which might happen during such a big event. We decided to include a tricky question from famous recruitment manual, in order to understand their organisational skill and attitude toward task. A common frame for interview had space to take notes about participants' answers and interviews' impression.

**TIPS:** Working with young people means that they attend skype interviews from anywhere they find wi-fi and sometimes even without a proper webcam. We advised some of the non-selected to [watch this video.](#)



## STEP 3 - MATCHING BETWEEN VOLUNTEERS AND NEEDS



Once the volunteers are selected, take time to analyze their CV and the feedback from the interviews. Like this, it is easy to get a profile of each person, in order to prepare an individual learning plan, assessing which are the strengths and the potential improvement of each participant.

At the same time, it is important to get to know better what they are going to do. In our case, in cooperation with the Foundation of the Games, we choose 3 main positions for the volunteers, as follow:



*The matching was made based on the feedback from the interview, their preferences, and their potential in learning, as we believe in volunteering as a path for supporting skills development. A final list was released and we asked the volunteers if they were ok with it. From the moment when they were assigned to their task, they started to get more information and training about it.*

- Collaboration in the production and distribution of accreditations for all the personnel involved in the Games.
- Help in attending the different groups that will attend the Games and will be involved in the Games: visitors, delegations, Mediterranean Family, VIPs, sponsors, press and volunteers.

- General information: access control, accommodators, support dining /provision, delivery of uniforms, accompanying athletes and referees

### DESIRABLE PROFILE

kind, service-minded, with good treatment for people and communication skills.

- Help in the different accommodation places where both athletes, families, press and special guests are hosted.
- Information point and general support from arrival to the end of the visitors stay.
- Solution of problems and management of eventual crisis

### DESIRABLE PROFILE

kind, service-minded, with good treatment for people and communication skills. A good level of English or French is an asset.

- Collaboration and support in assisting National Olympic Committees
- Contact with authorities attending the different spaces: boxes, VIP zones.
- Support at the opening and closing ceremonies.
- Collaboration in awards (carriers of medals and flag hoists)

### DESIRABLE PROFILE

- Ceremonies team/ awards: good personal image, seriousness, presence
- Protocol: good personal image, communicative and deal with people, service's vocational and attention



## Step 4: Preparation of the team volunteers



*The preparation for the experience is a key moment, in order to have volunteers who are ready and willing to participate. The enthusiasm can lead to thousands of questions, so better to prepare a very specific infopack about the logistic, along with some of the preparation material about the event itself.*

Furthermore, there was a [platform](#) with interactive materials from the Mediterranean Games. Prepirineo, an organization with 20 years experience in youth work, had been taking care of the preparation of the volunteers, transferring knowledge and materials, making them reflect on their attitude, prepare them for intercultural experience through different online interactions and games. At the same time, it was important to prepare volunteers for the EVS experience, giving them a framework and references from the project, in cooperation with their Sending Organization, sharing the [EVS info-kit](#).

The volunteers got the contact of different people from our organization during the preparation phase, each one was a focal point for a specific field, in order to avoid mistakes and confusion, as it was a big event with several people. The tasks inside the organization were organized as follow:

- ➔ Coordinator 1 General information and travel
- ➔ Coordinator 2 Documents (Visa, Activity Agreement) and media communication
- ➔ Coordinator 3 Support to the communication with local authorities and Fundació
- ➔ Coordinator 4 Organization of the On Arrival Training with International Trainers and EVS-related preparation

From the Fundació Tarragona 2017, we were in touch with two focal points:

- the coordinator of the volunteers of the Games for the schedule of the volunteers and the local transportation
- the Director of the Volunteering Department for emergency

The Fundació was helping a lot in the preparation of the materials related with the Games, providing accreditations for the volunteers, as well as making them feeling part of the process, thanks to a good planning of the Corporate Images. As detailed in the present plan, it is at the moment of setting the Mediterranean Games in place that every volunteer were equipped with a complete mandatory uniform, to wear throughout the event. This equipment was important for the affiliation to the Games: some people were wearing it even outside their working shifts. It featured: 3 polo / t-shirt , 2 short pants, 1 waterproof sweater, 1 cap, 1 shoes, 3 socks, 1 backpack, healthy snacks with dry fruits, sunscreen



## STEP 5 - TRAINING OF THE VOLUNTEERS

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In order for the volunteers to get to know each other, to be aware about the EVS programme and get ready for the experience, there was a 5-days residential On Arrival Training with International Trainers.

### The objectives of the OAT

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- Reach a truly cohesive group with the highest possible level of assertiveness and positive interactions
- Provide tools for conflict transformation, especially the ones related to cultural differences and living/working together for a month, in a new environment, with a pretty intensive schedule
- Work on teamwork, flexibility and interpersonal skills for an effective support to the activities of the Games
- Providing tools for reflection and self awareness, setting of personal goals related to the experience
- Social skills in order to support their communication during the Games, as well as entrepreneurship, as they will have the chance to organize workshop with different audience.

Right after the OAT, the specific training for the Mediterranean Games started, as follow:

- Common Introduction to the Games (structure, sports, participating countries, venues, transportation...)
- Specific Training for the NOC Assistants (National Olympic Committees)
- Specific Training for Awarding Ceremony
- Specific Training for Accommodation support
- Specific Training for Accreditation
- Specific Training for Support in Some Sports
- Specific Training for the Opening Ceremony

The training process had been very important, in order for the volunteers to fix the whole framework of the Games, as well as allowing them to perform more than a task during the Games, according to their initial will, their skill development and their interest. Like this, it was also possible for them to have a more flexible free day schedule, as everyone could have been replaced.



## Step 6 - Implementation

*Once the training was over, from the Fundació Tarragona 2017 we received a big schedule, an excel file with the shifts of everyone, for the whole duration of the Games*

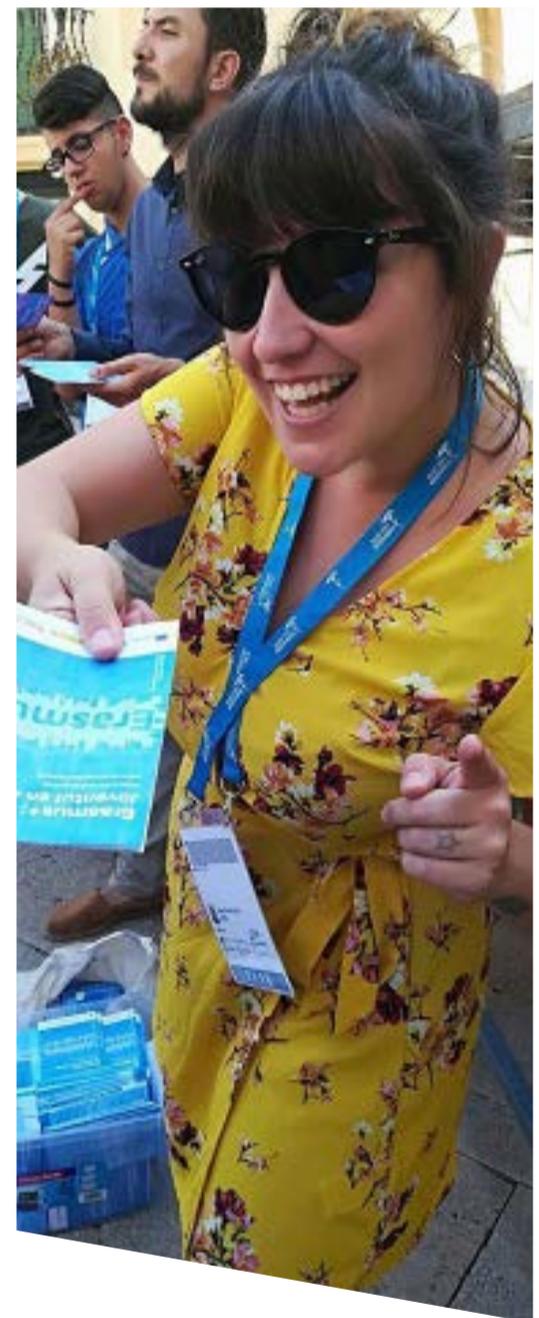
Once the training was over, from the Fundació Tarragona 2017 we received a big schedule, an excel file with the shifts of everyone, for the whole duration of the Games. It was very important to clarify the timing, the number of meals, balance the free time, vary the tasks and avoiding overlapping with the rehearsal of the Opening and Closing Ceremonies. The 3 days before the beginning of the Games, each participant had been sent to his/her main task, in order to learn by doing and get ready for the flow of the Games. In that phase, the hardest part was to adjust the task to the profile of the volunteer, as well as define timing and duties, according to the requirement of [EVS charter](#).

A good schedule is the one where volunteers can experience different positions: learn how to use IT tools, understanding how the overall organization works, help and support the logistic, being on the sport field, awarding athletes. A very good point of the project was that volunteers were developing expertise in each task very fast, so it was easier to fulfil the needs of the Games, alternating IT, communication, physical and organization jobs, in order for them to have the chance to gain several competences.

One of the issue was that they were new in town, so it took a while to get used to the public transportation system, as well as mapping all the location where the Games were taking places. We used a lot of maps and graphic support for that, referring all the time to the website of the Mediterranean Games.

For the implementation of the Games, it had been very important to be flexible, as there were a lot of upcoming needs which had to be adjusted on the run. From our experience, we couldn't control some part, mainly the transportation accommodation/venues, which created several delays, which fortunately were very well tolerated by all the parts involved.

**TIPS:** take care of the development of autonomy and proactivity: even thou the information are explained to the volunteers, everyday in a common meeting and with a graphic facilitation, as well as on Facebook, it is important that they become aware of when, where and with whom to work. Be patient!



Another important milestone of the project was the organization of the Complementary Activities: a [Street talk with athletes](#), Erasmus+ promotion event, a day with Castellers and a [Human Library](#) were very interesting and touchy moments. The volunteers were very active in helping the organization in the implementation of these activities, as well as very interested in taking part in it. We positively assessed the role of these activities as motivational sources, boosting the relationship within the group and providing opportunities to interact with the local community and getting to know the local culture.



# Step 7 - Evaluation

*The approach of the organization was a continuous monitoring and evaluation process where all the parts were involved.*



At first, every morning the coordinators of the volunteers were passing by the different venues in order to get the feedback and monitor the behaviour of the participants, having the chance to sit and discuss the attitude of each person with the responsible of the Department on daily basis. Like this, it was easier to follow the evolution of their competences, understanding which person was feeling bad in a specific position, helping them in the daily mentoring in overcoming frustration, thanks to the direct observation “on the job”.

Through phone and online interaction, the coordinator of Mundus who was responsible for the implementation of the schedule, was constantly in touch with all the different responsible of the Department and Sports, in order to support their needs and solve all the possible issues straight away. These relationship helped the education quality of the project, as the volunteers had several role models and they were open to critics and improvements.



At the end of the day, there were a meeting between the coordinators from Mundus organization and the General coordinator of the volunteers with a recap of the day and a report of the feedback of the different Responsible people from the Fundació. Any issue was solved in a very direct and assertive way: of course in such a big event, there were days when the volunteers were more energetic or tired and sometimes their performance were influenced by several aspects. It was important for their learning path, to make them aware when they were doing a great job, as well as when their performance was below average. We used the method of the conferencing circles and private mentoring sessions.

Every night, at the end of the activity, there had been a meeting to share joyful moments of the days, highlight learning points, get feedback, organize the transportation and the programme of the upcoming days. Lately, the meeting was becoming a community ritual when everyone gathered and discuss about the day and the overall impression of the day.

At the end of OAT and at the end of the EVS stay, there were evaluation time ,where participants could reflect on their learning, share their opinions and feelings, understanding what they were bringing with them and giving a feedback on the improvements for the future.



**TIPS:** It is important to balance group mentoring and evaluation with private one, in order to develop more empathy, which helps in detecting and overcome problems and conflicts.



# PART IV - Humans of EVS

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Simona Velkovska  
**Volunteer**

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“Hey you lovely people! [These photos](#) are here to confirm that each of you is absolutely unique and beautiful person, with his/her own energy and vibes spreading around. It was an amazing month, thanks to all of you!”



Barba Buljat  
**Volunteer**

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“It’s been 2 weeks since the end of the project, and I still didn’t come back to reality. I miss all the people and that positive vibes which were shaking Tarragona like earthquake. To sum up: yes, [EVS changes lives](#). Thank you, Mundus!”



Isidora Draskovic  
**Volunteer**

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“I was fascinated to see [how much effort, good will and positive energy international volunteers](#) were putting into the project, from the very first until the last day of it. For me, it felt like we all paused our lives for a while and lived a new one, for only that month”



## CONTACT US

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Carrer Sant Jeroni 1-3  
Santa Coloma de Gramanet, 08921, Barcelona



+34 931 75 19 65



comunicacion@asociacionmundus.com

<http://www.asociacionmundus.com>

