

REPORTS :

22.09.2008

After the arrival, as the first 'test' we were taken to a building and shown rooms with the pretence that we would have slept there.

Then we had breakfast, did our registration and were given some instructions. For example a paper by which we are supposed to analyse our feelings day by day and progressively color it.

At 11.00 we watched two videos about Gençtur's activities (from the previous camps) to get a general idea with how we could get involved. We were also introduced to the timetable with the schedule of the coming week.

After lunch and some free time we began to play different games in order to get energised, to know each other and to remember the names of all the participants. We also played some games to 'break the ice'.

We finished the afternoon with the basketball game which is a metaphore of the personal dynamics in groups and the importance of the communication skills, especially needed by leaders. We had a discussion on how we reacted to the game helped by Zafer's reflections and shared our opinions.

After dinner, we were given the material to play 'the secrets' game' which aim consists on discovering the owners of each secret in the next three days. We also picked the name of our secret friend who we will treat particularly well during the camp without letting them notice.

Tania - Zeyno



23.09.2008

At 10 o'clock we finished breakfast. Then we played a game: "Derdians" to figure out how is important to get informations before you are going to lead a work camp .

Observing is more important than communication.

We played this game with a German group and after the game we discussed all together about our difficulties being a tribe or a team.

After that, Zafer explained to us "Networks in the world" . ; there are 6 main organisations that are working with smaller local partners in all different countries.

Then we had lunch at 13:00.

During the free time some of us played water polo in the swimming pool and the others did something else.

At 15:30 we shared the problems that we faced in our camp experience. We were divided in two groups and we found out that we faced almost the same problems:

- not enough work
- lazy volunteers
- language problems
- no camp leaders
- lack of organizations from local partners
- separations within the group
- volunteers not feeling useful, not able to figure out the purpose of their jobs

Etc...

At 17:00 we played with Hülya "5 miles Stones of your life" to know each others, writing down 5 of our secrets and then sharing them with our groups and talked about them.

At the end of this game we discussed about our impressions and we "met a mandalina☺"

At 19:00 we had dinner and after dinner some free time and some funny games

Cecilia - Asli



24.09.2008

Report of the Third Day

- After we have finished the breakfast at ten o'clock, we had a session about communication skills directed by Hülya. According to session, it is concluded that communication is not only about verbs and language but also depends on the nonverbal ways, gesticulations and mimics. Also, while communicating, it is important to keep eye contact, to listen carefully. Moreover, communication styles may differ from culture to culture so it is especially important for work camps to observe the local people in order to have better communication with them.
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- In the second session, we talked about volunteer management. While planning a work camp, we have to consider the aims, needs and requests of the organization, group, the local people and the facilities of the local host. We also talked about the definition of being voluntary and why do people volunteer. Maslow's triangle was used in order to explain the reasons of being voluntary.
 - It was said that awarding is essential in order to make your group as a team. Importance of social activities was also mentioned as an essential element of building a team and the participants talked about their previous experiences about the subject.
 - Benefits of being a leader was also discussed and it was mentioned that intercultural learning is the most important gain of a being a leader. Also a good leader should be able to accept the positive criticism and be able to criticize in a constructive way.
 - To sum up there are many dynamics to have a successful work camp, but one of the most important things is to create a healthy, dynamic group with team spirit and enough individual space for everybody together with the feeling of belonging to the team.
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- After lunch, we played role games about the possible problems that a leader may face during a work camp. There were three groups and each group performed about a different problem and presented their own role play and then we discussed about it all together.

After dinner it was party timeee!!!! ☺

Brigitte & Ayşe

25.09.2008

Report Of The Fourth Day

**After our early breakfast, we visited Bergama historical places, museums and open air theatre. After visiting there, we went to town center of Bergama. We bought presents for our secret friends and families. We also sent postcards for our families and friends

**After coming back to our campsite, we were going on our training. First training activity of the day was playing Intercultural Train game. It was about whom we wanted to be with in train and whom we didnt want to be in train. After chosing our own choices, we made some debates for our wants and not-wants in four groups. There are some similar things based on our own cultures and prejudice. After debating, we choosed the groups' choices on agreements. And we shared our four groups' thoughts. Then we had a time to think about 'if it were in the workcamp ,not train.' It was a good time to think about prejudices that can be in a workcamp. And the learning was 'we can overcome the prejudice.'

**After this, we started a pentagon making game. First we totally closed our eyes and we started to shape like a pentagon with a rope. Absolutely it was so hard to shape it because of using only our verbal communication (by only our ears.) Group members learned from game 'If we don't know the activity clearly, we won't lead this.' and 'Discussion before leading and doing is very important.'

** The third training game was 'sheeps and a dog.' One of our friends tried to control us. This time was also we couldn't see anything because of the eyemasks. It was not so hard as the previous game (a pentagon game.) Finally we(sheeps) found our shelter by obeying dog barks. It taught us communication's importance again.



**After these three activities we watched our film recorded during our games play.

**After having a enjoyable dinner Zafer announced who won the secret game. And we finally learned our group members' secrets.

===^^^ That's the end of our enjoyable camp 4th day

Serkan and Yunseo

27.09.2008

We had our breakfast all together than we had an energizer.

Hulya DENIZALP was our trainer and we started to first section, named «Create Your Own Workcamp»

Nurdan, Ayse and Zeynep choosed Manual workcamp Group.

Tania, Cecilia, Mikhail and Brigitte choosed Social workcamp group.

Asli, Roy, Yunseo and Serkan choosed special workcamp group. And everbody prepared their camp program and plan in 2 hours.

All groups made their presentations using power-point or making short-film.

Everbody discussed about bugdets , works , name of the projects etc..

Than everbody had lunch and free time.

After the lunch another section was «What kind of Leader you are going to be?» The trainer was Hulya DENIZALP again.

Everbody had 2 hours to prepare their presentations. Some beautiful pictures was drawn, some differnt shows was made by some participants. and disco (excibition place) seems really colorful :)

After 2 hours we opened our excibition with a small celebration :) Participants made their own camps, presented them and tried to find volunteers on their projects.



There were really interesting and different kind of workcamps. Such as fashion, working with children and teach them dance, chess, acting, etc., creative a webside about international workcamps, get know some ghost stories, rock festival, travelling, music etc.

After this section everybody got their certificates and after that big barbecu party was waiting for everybody :)

NURDAN-KEVSER

WORK CAMP LEADERS' TIME TABLE ?

HINTS FOR GETTING READY

- Always keep in close contact with the workcamp organisations (both sending & hosting) and try to receive updated participants' list and the info sheet of the camp. When the list is completed write a letter introducing yourself as the group leader and give as much information as possible about the camp, ie. : what to bring, working hours, type of work, other participants, etc.

- Try to participate the preparatory meeting of the host workcamp organisation if you can effort the travel cost. (you can discuss & agree with the organisation)

- If possible visit the camp site well in advance, to get to know the local people, local authorities, project host; to discover the area, to learn about the facilities, etc.

Make the necessary visits :

- The local authorities like the mayor of the town
- The place of interests near by
- The places in need (internet cafe, post office, hospital)



TIME TABLE

APRIL

- You should contact with your own, sending organisation and ask how to be a leader either in your own country or in abroad. They may offer you to lead an inland camp or give you a list of the countries and organisations where leaders are needed. In all cases you will have to participate in training.
- Learn about the details and the conditions of leading a camp in the respective country.
- Decide on a country, search for a camp to lead & a project type carefully. (If you don't like the project or country, don't go and don't participate)
- Receive more detailed info about the camp you want to lead and negotiate with the host organisation.
- Make our timetable (plan).
- Get training if available either by the sending or (preferably) by the host organisation.



MAY

Preparing for the camp;

- Collect information on region, climate, local host and travel.
- Obtain your needs like visa, passport, injections, insurance and ticket.



JUNE

Write a leader's letter to all participants of your camp ; (if you camp is in June, write the letter in May.

- Tell something about yourself, your hobbies.
- Tell to vols to bring some special things about their country like post cards, posters, etc. & something about their own environment



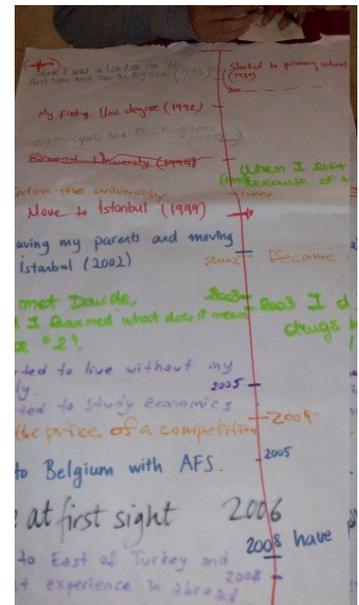
- like pictures of the family members, house, pets, etc.
- Give clear information about the meeting time & point (make use of the camp info sheet)



JUNE - JULY - AUGUST - SEPTEMBER - OCTOBER
(camp months)

If possible go to the country of your camp 3 or 4 days before to contact with the host work camp organisation. Speak about your camp;

- Check the list of volunteers to see if everyone is going to arrive & if arrival time table is known and clear, ask for any late arrivals and how to meet or transfer them to the camp site
- Learn the contacts of the responsible office staff (whom to call in case of emergencies or problems)
- Arrange the finances, receive the money, sign a contract (if necessary)
- Learn the invoice details of the host work camp organisation



Arrive to the camp site 1 day before to check the preparations made by the local host and see if :

- Accommodation is ready
- Kitchen facilities are ready, food is stocked (or buy it before the group arrives)
- Transportation facilities are available on request to meet the arriving volunteers
- Arrival party is planned or not
- Tools, materials and staff for work are ready and available
- First aid kit is available, nearest doctor & hospital is known
- There is a safe box for volunteers' valuables
- Money is prepared (cash or bank account)



At the Camp

Arrivals :

- Meet the vols with a smile.(to make them calm) They want to feel safe.
- Record the emergency contacts of each volunteer.
- Feed and accommodate them.



- Make them feel secure.
- Tell them to call their parents.
- Inform them about the camp-site.
- Collect money if they have to pay an extra fee.
- After everyone arrived give info on work, free times, rules, neighbourhood.



During the camp :

- Keep a diary starting from the first day
- Keep records and receipts of all expenses daily
- Try to be in close contact with all the vols.
- Arrange evaluation meetings, evaluate the



camp regularly. (common problems should be discuss openly)

- Organize work, kitchen group, free time activities, time for socializing the group (an international night where all participants introduce their countries, cultures and cook their traditional food would be nice),
- Offer games to bring & keep participants together, celebrate birthdays (if there is any), arrange a barbecue if possible, organize a fare well party.
- Arrange a totally free time for volunteers just for relaxing and doing nothing (or doing things by & for their own)
- Get ready for visits from organisation.
- Deal with departures.
- Farewell party (local people can join)
- Questionnaires.



After the camp

- Write a general camp report
- Write a financial report pay back the remaining money & deliver the receipts



PROGRAMME :

	22.09.2008 ARRIVAL DAY	23.09.2008 LEARNING DAY	24.09.2008 ACTING DAY	25.09.2008 RELAX DAY	26.09.2008 TALKING DAY	27.09.2008 YOUR DAY	28.09.2008 FINAL DAY	
	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY	
08:00-09:00				BREAKFAST				
09:00-10:00	BREAKFAST	BREAKFAST	BREAKFAST	BERGAMA	BREAKFAST	BREAKFAST	BREAKFAST	
10:00-10:30	REGISTRATION	NETWORKS IN THE WORLD	COMMUNICATION SKILLS		WORKCAMP	CREATE YOUR OWN WORKCAMP	OBSERVATIONS OF TRAINERS	
10:30-11:00		FREE TIME	FREE TIME					
11:00-11:15	INTRODUCTION	DERDIANS	COMMUNICATION SKILLS		EVALUATION	PRESENTATION OF YOUR WORKCAMP	CERTIFICATION	
11:15-11:30								
11:30-12:00								
12:00-12:30	E-F-C				LUNCH	LUNCH	LUNCH	
12:30-13:00					LUNCH	LUNCH	LUNCH	
13:00-13:30	LUNCH	LUNCH	LUNCH					
13:30-14:30	FREE TIME	FREE TIME	FREE TIME					
14:30-15:00	ICE-BREAKING	EVALUATION OF DERDIANS	VOLUNTEERS MANAGEMENT	INT. TRAIN	GOOD AND BAD LEADERSHIP	WHAT KIND OF LEADER YOU ARE GOING TO BE?	PACKING & CHECK OUT	
15:00-15:30		FREE TIME			BREAK			
15:30-16:00		GROUP WORKING/ FACING PROBLEMS		BREAK		LEADERSHIP CALENDER		PREPARATIONS
16:00-16:15								
16:15-16:30								
16:30-16:45								
16:45-17:15		FREE TIME				BREAK		BREAK
17:15-17:30						BREAK		BREAK
17:30-18:00				BREAK				
18:00-18:30				5 MILE STONES OF YOUR LIFE		GROUP BUILDING GAMES		ACCOUNTING GAME
18:30-19:00								
19:00-20:00	DINNER	DINNER	DINNER	DINNER	DINNER	DINNER		
20:00-20:30	SECRET GAMES	EVALUATION	EVALUATION	EVALUATION	EVALUATION	REPORT	DEPARTURE :)	
20:30-21:00	EVALUATION	GROUP GAMES	DISCO		GROUP GAMES			
21:00..	REPORT	REPORT	REPORT	REPORT	REPORT			



NETWORKS



CCIVS

UNESCO HOUSE, 1, rue Miollis,
75 732, PARIS, CEDEX 15, FRANCE
Tel : (33 1) 45 68 49 36 ; Fax :(33 1) 42 73 05 21
e-mail : ccivs@unesco.org Web site: www.unesco.org/ccivs

The Coordinating Committee for International Voluntary Service (CCIVS) was created in 1948 under the aegis of **UNESCO** as an international non-governmental organisation responsible for the coordination of voluntary service. It is today one of the main international structures which acts as a coordinating link between 250 voluntary organisations which run workcamps and medium and long term activities in over than 100 countries in the world.



ALLIANCE

Alliance secretary: Studsgade 20
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The Alliance of European Voluntary Service Organisations is an International Non-Governmental Youth Organisation, born in 1982, that represents national organisations which promote intercultural education, understanding and peace through voluntary service. Each member organisation runs an annual programme of International Volunteer Projects in their own country and exchanges volunteers with each other to create an international group of volunteer workers on each project.



International secretariat, St-Jacobsmarkt 82,
B-2000 Antwerpen, **BELGIUM** tel: 32.3.2265727, fax: 32.3.2320344
email: sciint@sciint.org (general corespondence), web site: www.sciint.org

Service Civil International (SCI) is a voluntary service organisation with 33 branches and groups worldwide. The aims are to promote peace, international understanding and solidarity, social justice, sustainable development, and respect for the environment. SCI believes that all the people are capable of living together with mutual respect and without recourse to any form of violence to solve conflicts. The organisation was founded in [1920](http://www.sciint.org).

YAP

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Tel: +32-2-478.94.10; Fax: +32-2-478.94.32

email: yapis@xs4all.be; Web site: www.yap.org



YAP is an international youth movement, with branches mainly in Europe and associated group and partner organization elsewhere world-wide. Born in 1923 in order to work towards peace and reconciliation between countries formerly at war, particularly with the younger generations the movement has increasingly focused upon the combat against social exclusion and the support of people in their struggle for freedom and self-determination.

Youth Coordination Unit (UNESCO)

Youth Coordination Unit (BSP/UCJ); UNESCO, 7 Place de Fontenoy

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e-mail: ucj@unesco.org, web site: www.unesco.org/youth



The Youth Coordination Unit (UCJ) is, since 1998, in charge of giving an impulsion and a coherence to UNESCO's Action *with* and *for* Youth and benefits from direct communication with young people through a wide network of associations and Youth NGOs. UCJ solicits, facilitates, encourages and mobilizes support within the Organization, with Member States and with other partners to ensure that young people participate as full and equal partners in the conception, planning and implementation of policies and programmes and that youth concerns and issues are taken into account at all levels.

AVSO

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AVSO is an international non-governmental organisation, which forms a European platform for national and international non-profit organisations; it promote and facilitate longer term voluntary service opportunities. They also aim to broaden participation in voluntary service among new organisations in non-profit sector and among individuals who may traditionally not have access to volunteer opportunities (disabled, socially/economical disadvantaged and ethnic minorities).

GEN-24 LEADER TRAINING

21.09 - 28.09.2008

LIST OF PARTICIPANTS

Country	Name	First Name	Sex	Age	Org
TR	DENİZALP	HÜLYA	F	53	GEN
TR	YAVUZ	KEVSER	F	32	GEN
TUR	GENC	MEHMET SERKAN	M	22	GEN
TUR	GURKONAK	ASLI	F	19	GEN
TUR	KARADAS	NURDAN	F	21	GEN
ITA	MARTINO	MIKHAIL	M	28	SCI-I
TUR	OZBARLAS	ZEYNEP	F	20	GEN
ITA	PASSERI	CECILIA	F	24	SCI-I
GER	SCHMIDT	BRIGITTE	F	23	CPD
HOL	STARREN	ROY	M	25	SIW
TUR	YILMAZ	ZAFER	M	50	GEN
ITA	BIANCHI	TANIA	F	45	LEG
KOR	CHUNG	YUNSEO	M	27	IWO

TRANIERS' CV

Zafer Yılmaz

GENCTUR's voluntary work camps coordinator since 1987. Responsible for coordination of incoming - outgoing volunteers and realization of work camps in Turkey like finding projects, contacting the local hosts, training the first time volunteers and the group leaders, etc.

Studied journalism and public relations in Istanbul and worked as a journalist for 5 years in a national newspaper. His first voluntary experience was a work camp in 1979 in a small village at the east of Turkey. While working as a journalist he spent his limited summer holidays for leading GENÇTUR's work camps instead of going to the sea sides. Enjoys leading work camps and led around 35 camps in Turkey. Also has been in 2 camps in Italy and Poland. After resigning from his job, started to work for GENÇTUR as a professional.



Represents GENÇTUR in international meetings as well as in the Executive Committee of the ALLIANCE of Voluntary Work Camp Organisations.
Married and got 2 daughters.

E-Mail: zafer.yilmaz@genctur.com

Hülya Denizalp

Studied interior architect & Industrial Design. While studying at the university she joined in a workcamp and everything changed in her life. She made 16 workcamps in 4 years then she was the workcamp coordinator of GENÇTUR before Zafer. She moved to launch other activities as kids camps of GENÇTUR. She worked for GENÇTUR for 20 years then she moved Eğitim Gönüllüleri Vakfı (Turkish Education Volunteers Foundation) to establish Human Resource department for volunteers and Staffs after the big earthquake in 1999.

After resigning from TEGV she begun to work for ASHOKA. She was Turkey Representative of Ashoka (International Social Entrepreneurship network <http://ashoka.org>) between 2002- 2006. She launched Ashoka branch in Turkey and searched & elected 16 fellows from Turkey.

She also runs program at Açık Radyo (Open Radio - 94.9 FM) SINCE 2002 about Volunteerism & Social Responsibility.

She runs to make work shops for social entrepreneurship with young people who works for social projects. She is also one of the trainers of NGOs for Voluntary Managment & Communication in Turkey.

She wrote a book about guiding social entrepreneurship

She has given more than 75 trainings all over Turkey within last 8 years and still giving for the NGOs' staff& volunteers and universities.

She has a daughter who is married..

E-mail = hulya.denizalp@genctur.com