

DAILY REPORTS

17.10.2005

Participants supposed to arrive in the camp site around 07.30 in this morning to meet at the breakfast at 08.00. 7 people including 3 foreigners met in GENCTUR office in Istanbul and took an intercity coach to the camp site from İstanbul. As the others were coming from different places of Turkey, they have arrived individually.

Anyone who arrived either as a group or individually was sent to Bloc C to find their rooms. But on the entrance door the sign was "Girls Dormitory". Males who turned back to ask for the "Boys Dormitory" were sent back. There was a surprise for everybody in Bloc C. The names were miswritten, boys and girls were placed together in the same room, some rooms had no mattresses and bed sheets, 2 people were placed in the meeting room where there were only 2 sleeping bags, etc. Everybody was shocked and came back to complain.

Then the leaders explained that it was a joke to prepare the "candidate leaders" for the arrival shock. The candidate leaders were told that many things might be different than they have expected, so that they had to be ready for such surprises in one of their workcamps.

After getting rid of the shock participants were directed to Block B where all their names were correctly displayed on the room doors and where the mattresses were complete.

Report from Tuncay and Ömer

This morning we arrived by bus to Afancan Motel in Yeni Sarıkan between Bergama and Aliaga. I called Zafer and around 7.30 am we met him and Özlem. Everyone was tired and we were happy to see our rooms but Zafer has prepared a joke for us. He put our names on the wrong rooms, names were wrong and so we were a little shocked about the unorganised situation. I was for example with a girl in the same room, but then Zafer told us that it was a joke and showed us the real rooms.

There I learnt that I stay with Tuncay, who was sleeping already in our room when I entered. I lied down on my bed but then Tuncay's friend Oğuz came in to the room and shouted at me to get up, but I couldn't understand what was going on. So we got up all together and met with Oğuz, Tuncay and Mutlu. They are good friends and partners of Gençtur with their art workshops in Fethiye Kayaköy.

Although the weather was cold, Stefan wanted to swim and actually he really did it. We were shocked again.

About 8.30 am, everybody was ready for breakfast and everyone was a little shy. There we met the trainers team. Then we ate together and talked and got to know each other a little better.

At 10.00 o'clock the seminar officially started. First Zafer welcomed everybody and made a speech about the seminar. What he said was briefly:

- This seminar was organized to encourage active volunteers for leading work camps, Being a leader is not so easy and leaders have to be trained,
- Many work camp organisations need leaders, so we have a big chance to be selected
- Leaders should have some skills which can not be given by such a training, this seminar will teach us how to prepare ourselves to be a good leader,
- GENÇTUR will display the datas & the motivation letters of the candidate leaders on ALLIANCE
- WEB site where other organisations can reach and contact directly the leaders,
- GENÇTUR will give us a certificate for participation of this seminar which does not mean that we will certainly lead a work camp in the following year.

In the morning we had a short earthquake and after a while again an other short but strong one. Eventhough some of the group were a little scared we continued the programme. After that we went to the office to see the slayt show and DVD about GENÇTUR and its workcamps. After a tea break we gathered again in the meeting room and Zafer asked us to write what our fears, expectations and contributions are for this seminar. They gave us 3 pieces of paper and we wrote on them what they wanted. Zafer said these would be evaluated at the end of the seminar to see if our expectations have been met, fears dissappeared and contributions were realized. The expectation papers were hanged on a drawing of a big tree representing the fruits of the seminer. The fears were put in to a big, black garbage bag representing a deep & dark cave where we are scared to get in. The contributions were put on the window under a spanner tied to the ceiling.



What do you see through your camera?

Zafer and Miriam explained some games to us. The first one was **what do you see** game. We had to walk around with a newspaper with a hole in the middle (used as a camera) and write down 3 things that are interesting or special for us. We made an observation about our environment and afterwards we talked about what we saw. How many people wrote sown the same things. At the end we recognized that some things are in common some things individual. It means that volunteers coming to a workcamp come with differnet expectiations and they have all different point of views, so after some time together maybe the group will find more things in common.

Our second game was about body contact and getting to know eachother better. We had to put all chairs in a line and stand on a chair without shoes. Then Zafer told us to get in a line accoring to our names to our ages or to our lenght without touching the ground or fall down from the chair. Sometimes we had to ask eachothers names and birthdays again and again to find the right line and also we had to learn not to be shy to touch eachother while passing by.



Lining up according to the names

5 people on 2 legs



Finally the sun started to shine a bit and we went out for our next games. Then we started to play games to have fun altogether. Miriam said that these games make us to know each other better and easier. She gave some examples of different leaders concerning their point of view towards games and creative activities, the effect of games for a good group atmosphere are huge.

The first fun game was Atoms & Molecules. We had to imagine that we were all moving atoms. Zafer told us which degree and if the degree was 0 we were walking in a normal speed. But if he said that the heat degree became hotter the atoms had to move faster and faster sometimes run. But if he said the degree was minus for example minus 50 we had to walk slowmotion and sometimes he wanted us to build some molecules. So he said for example build molecules according to your gender and all boys run to each other and hugged one another and so did the girls. Or he said country or colour of your hair or ages and so we had a lot of fun while learning more and more about each other.

Our next game was a **enemy- friend** game. The rule was to choose 2 person from the group as A & B without saying to anyone. Then after the start to run away from person A and catch your B. So while the group was standing in a circle, we had 30 seconds to choose by ourselves someone from the group as our friend and the other one as enemy and so when the game started everyone was running after B but running away from A.

An other outdoor getting to know each other game was the **horse racing** game. First we made a circle and all our shoulders had to touch each other, Zafer led the game, he said that we are all running horses and we had to clap with our hands on our knees. But when he said "left" we had to clapp on the knees of the person standing on our left side and when he said "right" we had to clapp the knees of the person on our right and sometimes he said there is a fence we have to jump and we jumped but sometimes there was a duple fence and we had to jump twice it was really a lot of fun. He also told us to wave our hands to the press on the left or right or just look on our right or left.

The next game was a game from Ömer called **Ice and Fire**. So he and Christel were ice and had to catch all the others who were fire and as soon as they touched them they become ice too.

Another game was one from Özlem "**Up on legs**" She told the group some small numbers. So for example she said 4 and 2 legs this meant that 4 people had to get together and stand on only 2 legs. It was funny but quiet difficult we had to take each other on our backs sometimes and looked like circus artists.

Another get to know each other game was the **5 fingers introduction game**. Everyone walked around and put his/her hand to a hand of someone else and every finger tells something about

yourself. For example your name, your age, your city, your job, and your hobby. When both people told their infos they go to another person and put their hands together. If you already know you can tell the other persons infos instead of telling your own finger infos.

We liked the next game a lot. There were 2 divided groups sitting in front of each other. But between the two groups was a **Blanket** which separated the two groups so they couldn't see each other. Now always 2 persons on each side had to sit right in front of the blanket and when Miriam and Zafer who were holding the blanket put it down the two had to say their names and the one who was faster by saying the name of the other was the winner and the loser had to change to the side of the winner. So which group had more members at the end wins.

The next game was one of Miriam, **clapping and saying names**. So we had to sit all in a circle and do the same movements as she was doing. So we were clapping first twice on our legs then clapping twice in our hands and then snapping with the fingers first with the right hand then with the left hand. While snapping with the right hand we say our own name and while snapping with the left hand we say the name of someone else, who has to go on and say first his name and then another name. When we missed the rhythm or when we didn't know a name or forgot our turn, we were out.

There was also another **hand-circle game**. It was easy to play as the group sits on the ground or around a table and everyone puts his hands with 30 centimeters distance on a playground and the hands have to form a circle but between my two hands I have 2 hands of the two persons sitting on my left and right side. So if everyone puts his right hand under the left hand of the person sitting on your right side then the circle is complete and the leader can start to clap with his hand on the table and the right hand continues and when you clap your hand twice the direction changes. If you miss your turn you have to take that one hand out until you make another mistake with the other hand too.



Zafer's next game was a **love and hate** game; he put one arm out and said "I love dogs" so anyone who loves dogs takes his hand and says something else for example "I hate crime" and who ever thinks the same holds his hand and so the group builds a big circle.

There were some games we didn't play but were told only. For example the **penguin- pelican** game as an energizer. It is a catching game, so the penguins have to walk like penguins and run away from the pelicans who are opening their mouths by using their arms and try to catch the others, the caught ones become also pelicans and run after the penguins.

Also Bahar told another game for just the very beginning for a workcamp. 2 and 2 go together and have to **interview** the other to get to know as much as possible in about 10 minutes and then they have to tell what they got to know from each other to the group.

After a break we played a basketball game. First both teams were told by their coaches to play fair. But in the second half one team had to play against the rules and the game changed, of course the other team was not aware of this new tactic. So they were angry with the rule breakers and finally they played "rulefree" as well.



After the game Zafer made his comments and explained us about the lessons to get out of this game. He said that;

- the 15 minutes duration of the game (7.5 minutes each half) was representing a 2 weeks camp,

- the score (30 points) to be reached by the first team was representing the expectation of the local host like finishing the project.

- the first team playing always fair was representing the leader of a camp who applies the rules,

- the second team that played without the rules in the second half

was representing the volunteers who were willing to realize their own expectations in the camp even if they were against the rules,

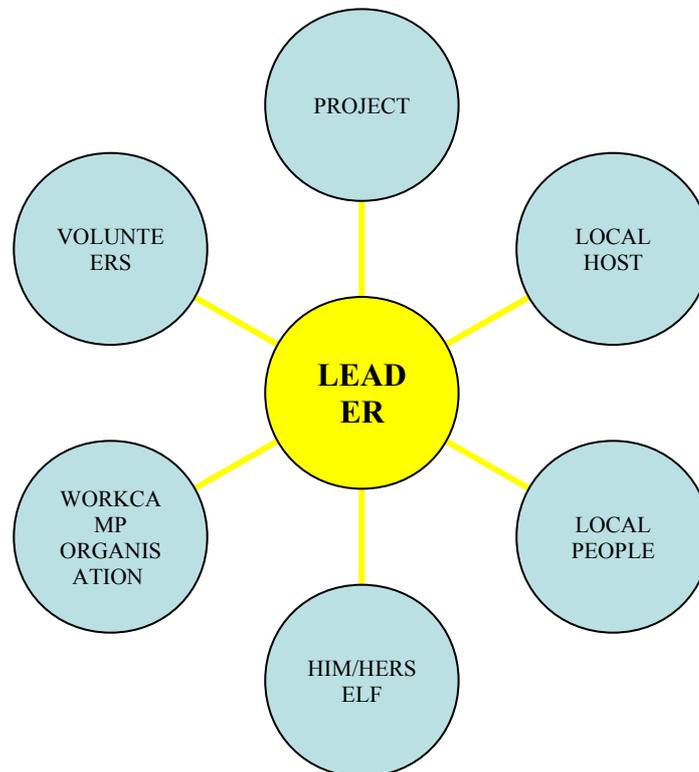
What happened : In the first half everything was going well within the rules (The camp was OK, nobody was misbehaving. On the second half one of the teams started to play non-fair way. (The volunteers started to behave against the rules) Then the players of the first team was surprised to see what was going on. (The leader of the camp was irritated because of the misbehaviours of the volunteers.) Later they wanted to warn them. (The leader warned the vols) Finally the members of the first team started to play unfair as well. (This was a mistake indeed. The leader of the camp should act differently instead of adapting him/herself to the new rules created with by the volunteers)

Following Zafer's explanations we were talking about the sence of this game and the importance of a leader in a group. "If it was necessary to have a group leader in workcamps or not". At the end of our discussion we came to this decision that there is a need to have a leader in work camps for :

1. to make rules clear
2. to deal with local culture
3. to bring and keep people together
4. to provide the aims of the Project
5. to have someone responsible
6. to have a contact person to ask anything

On the other hand, there was another opinion that even if there is no or weak leadership, volunteers could manage to realize the aim of the project. But this is based on a good group.

We were also talking about the responsibilities of a leader. We were asked by Zafer" towards whom the leaders were responsible and what kind of responsibilities they were. Everybody said a part of leaders' responsibilities. Then Zafer drew a diagram on the board like below:



He then said "The leader is in the center of responsibilities and stays like the Sun. If a leader feels, accepts and undertakes his/her responsibilities, he heats everybody. So all sides become happy. But if he puts too much pressure on the sides then he burns them. Contrary if there is a lack of leadership then the sides may freeze.

In the evening after dinner Miriam explained us the secret games.

For the first one we had to give 2 secrets of our life to Zafer and he would make a chart of all the secrets of the group members and we had to find out to who each secret belongs. The rules were as the following: One could ask only 2 questions to the same person at the same time, One couldn't ask to the same person within the following 3 hours, the duration of the game was 4 days and the dead line was Friday 17.00 p.m., who finds all the answers wins.

The next secret game was called SECRET FRIEND. For this game everyone picks one name out of a box and tries to spoil that chosen person the whole week by giving presents or massage or letters. And the last evening we try to find out who our secret friend was.

The third secret game was called LOVE LETTER game. Again everyone picks a name out of a box and observes that person for the whole camp and at the end he or she writes a love or friendship letter to the chosen person without writing any names both the person and him/herself and on the last evening of the camp the leader starts to take one letter out of the box and reads to all the group members and tries to find out from who to who the letter was written for. It's a nice game.

Afterwards some of us talked to each other, some people went to bed. We had a good first day.

Ömer and Tuncay's personal thoughts:

Ömer

Pos.: to know and meet different people and different cultures and to love somebody who I didn't know before.

Neg.: to be far away from my family and friends

Tuncay

Pos.: I meet new people and I learn new games.

Neg.: I don't like to wake up so early.

18.10.05 Tuesday Report from Christelle and Deniz

Special messages

-Congratulations to Sonia that took a complete cold shower this morning!

-Sorry for Stefan and Ertuğrul that missed the breakfast this morning!

Today we started with a nice breakfast. The daily program was hanged on the entrance door. The first session was about the history of the workcamps. Before the session Zafer made an energizer "Fish, bird & horse" Everyone closed their eyes and when he said "You are a bird" everybody had to wave their arms like a bird. When he said "You are a fish" everybody had to swim like a fish. When he said "You are a horse" everybody had to run like a horse.

History of workcamps

The movement of workcamps began in 1920', after the first World War. The franco-german border (Alsace) surrounding were destroyed and people decided to gather their strength to reconstruct the region. At the beginning, it was not aimed to be a workcamp but that spontaneous movement gave the initial impulse to the volunteering work.

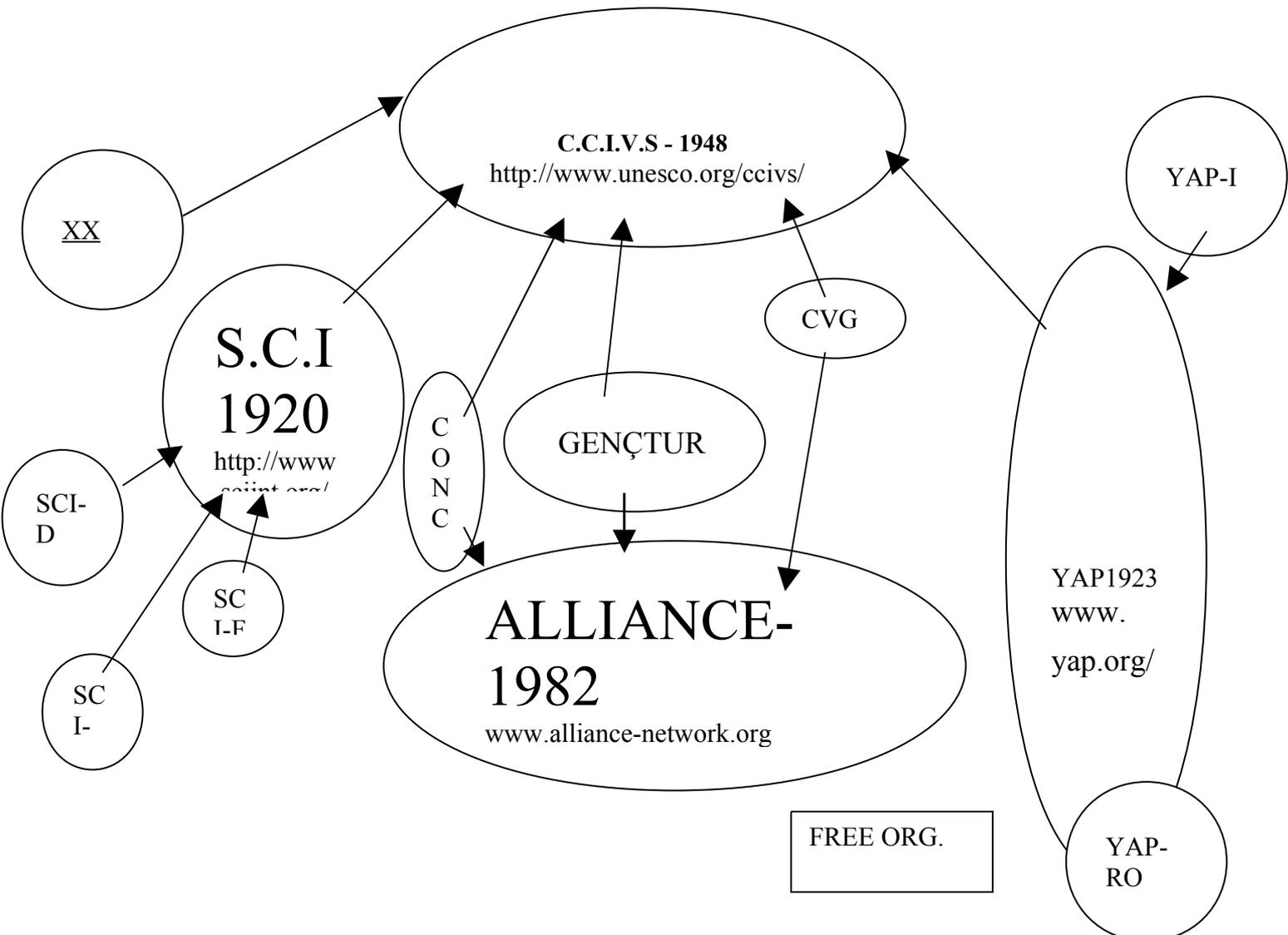
The first organization that appeared was S.C.I. (Service civil international- International civil service) in 1920. Then came Y.A.P. (Youth Action for Peace) in 1923, which was first set up as a

christian youth organization. Apart of these two structures, different independant organization were created. SCI is now one of the biggest voluntary workcamps organization. It has branches in a lot of countries all around the world.

Because of the growth of the voluntary workcamps movement, people began to need a structure that could coordinate all this work. C.C.I.V.S. (Coordinating Comitee for International Voluntary Services) was created under UNESCO. SCI and YAP for example, are members of C.C.I.V.S.

A different structure was created in 1982: the ALLIANCE, which was at the beginning a West European organization that was opened to east after the collapsing of the eastern Europe. It has got also associated members from outside of Europe. All together there are 33 members now in the ALLIANCE. Alliance members are free to also be a member of C.C.I.V.S, which is the case for GENÇTUR. The main difference between the ALLIANCE and SCI or YAP is that while ALLIANCE is a union of independant organisations the others are consist of branches in different countries.

To understand the structures better, you can have a look at the drawing that Zafer drew on the board.



GENÇTUR is now a member of Alliance since 1983 and also a partner of both SCI & YAP as both of these international organisations have no branch in Turkey. ALLIANCE has got 4 important meetings each year. (general assembly, general conference, technical meeting, post camp event). GENÇTUR is a very active member and has pioneered several things like the orientation meetings before each camp, training of the Turkish first time volunteers before going to a workcamp in Turkey, info day for the first time outgoing volunteers, training of leaders, leader's letters, Pre Camp Days for the foreign volunteers.

The coordination organizations don't organize workcamps but are made to coordinate the work of their members. The workcamps are organized by each members. Each member has an incoming and outgoing department: they send volunteers abroad and receive foreign volunteers in their country.

All the workcamps are organized among some important common values:

- Volunteering
- Human right
- Solidarity
- Non- violence
- Respect to environment
- Inclusion
- Intercultural exchanges

Last value is one of the most important, as the workcamps are mostly a tool to bring people from different cultures together.

2. Intercultural game : The Derdians

Game: For this game, the group has been divided in two: 6 people went with Hülya. And the rest stayed in the dining hall.

The rules for the team in the dining room was to represent a tribe that was living on an island with one female leader, one translator (but speaking very little english), one crazy that was allowed to break the rules. The rules were the following: speaking no sense, only yes was "oba" and no "hong" and "mucho" hello. The tribe had to play their daily life, like fishing, cooking, talking. For Derdians, some important things: water is a symbol of welcoming and refusing water is an offense. Derdians greet people by putting their hand on the shoulder; shaking hands is an offense. Derdians are afraid of paper, because if they are touched by it, it means that they are sent to hell.

The team was consist of a civil engineer, a sociolog, a journalist, an international relations specialist and a public relation expert. They were representing the modern world with high technology. They were aiming to build a bridge for the Derdians to connect them in to the continent and to make them "civilized" by this way. The team decided to send the journalist to collect information about the Derdians before. The journalist reported back to the team what she has seen during her visit.



Then the 2 group met each other. The team visited the tribe and tried to communicate with them. But it was really difficult. There was no common language. The team was trying to convince them by showing the drawings of the bridge but the Derdians were running away as they were afraid of paper.

The result : The aim of the team was not realized. Because there was no communication between the sides due to lack of common language and misunderstandings of the cultural **Heey Derdians, here is your bridge...** values.

Discussion after lunch:

Zafer first asked to the team;

Question: Could you discover the role of the water and paper in Derdians world?

Answer: Water was a way to communicate maybe. They were all afraid of paper but we did not understand why.

Comment : The water was sacred for the Derdians and therefore they were offering you, it was also a way of welcoming and showing their hospitality while touching to the paper was a taboo.

Q: Did Derdians have a leader?

A: Yes, the one carrying the necklace was the leader, but we could not communicate with her due to lack of common language.

Q: Did you discover the meaning of the words, did you understand their language?

A: They were always repeating same things like Ooba or Honk or Mucho. I think Mucho was hello.

C: Yes , but you could not improve the communication apart from this. Only some team members greeted the Derdians on the same way.

Q: Did you discover someone familiar to your language?

A: Yes there was a girl but her knowledge was not enough to communicate.

Q: What was the role of the person with a paper crown on her head?

A: She was stupid, first we thought that she could translate for us but she was only repeating what we were saying.

C: Yes she was the Crazy Derdian representing some people in the society who does not care about the rules or traditions.

Then Zafer asked to the Derdians:

Q: Did you understand who were these people?

A(of crazy Derdian) : They were outsiders, visitors and friendly.

A(of an ordinary Derdian): No they were not friendly, they showed us papers and disturbed us. When my neighbours were running away of the paper and shouting my baby woke up.

A(of the translator) : They were not disturbing but trying to explain us something.

C: The Derdians could not understand the aim of the visitors anyway they were still hospitable towards them. They offered them water a a sign of hospitality.

Comments from the players:

Deniz, from the team: felt pity for Derdians because they talked only few words and they seemed living in very poor condition. To make a decision they came together, but tried to keep us away.

Sonia, from the Derdians : Felt pity for the team because they were rejected.

Conclusion of the game:

- trying to understand other people from other cultures
- being aware of cultural differences of volunteers and local hosts (different taboos, different language
- different cultures = different ways of thinking or seeing life
- respect of others
- importance of language and translation

It is 15:35 and the sunshine is coming out. (Tunçay and Mutlu are sleeping... I think that the discussion in English is too hard for them to follow and maybe too theoretic. The discussion is maybe too long and should be lead in a more active way... the conclusions are more given by Zafer and Hülya.) Maybe too much talking about what happened in the playing instead of trying to make comparisons with what can or has happened in the reality of workcamps (taking more distance). Could be nice to ask people to think about one situation lived in a camp that reminded them the game.

Making little groups so everybody can express themselves. And with concrete materials (writing words on big sheets of paper, drawing, painting... to use not only verbal but also non verbal expression. Sometimes it helps also to memorize the main messages.)

After a half an hour break we gathered again for another discussion.

Discussion about problems in the camp not due to the leader

For this discussion we divided the group in two and discussed about the problems that each one had experienced in their workcamp. After that, we made a general brainstorming and here are the different elements that came out of the discussion:

- time management
- extra wishes of volunteers
- too many volunteers from the same country
- language problems
- teased volunteers by other volunteers
- lack of facilities
- disturbing locals
- limited duration
- uninformed volunteer
- food problems
- lazy volunteers
- couples not integrating
- health problems
- outside visitors



Small discussion group

It was good to divide the group in two so we can discuss better

The next session was about discovering ourselves:

Identity game

Each of us received a handout (below) with different sentences about our identities and we had to choose our 5 favorites items that suits us most. And after we had to choose the most important one for us.

I can not live without a pet in my home	I like to listen to music, wherever I am	I may cheat my lover in case I find an occasion	Money is important for me, life can not be without it	My freedom is undiscussable
I am a vegetarian & will never give up this	Eating & drinking is a pleasure for me	I have no fobies at all	I like being in crowds	I reserve at least one day of the week for my own
My religion guides me through my life	I want to have my own family	I am a trustable person	I wish I was born in another country	I don't like kids very much
Dancing is one of my hobbies	I like to read comics	I am jealous about some people	Smoking is a big danger	I prefer to be alone sometimes
I will never end studying	I am the best friend of my best friend forever	I feel better if I cry after a problem	I hate stupid people	I believe life after death, heaven & hell
Animals are for people	Sometimes violence is necessary	I am against the penalty of death for any crime	Being healthy is the most important thing	I can live with less money
I never lie	Time is money	I like to travel	My home is a shelter	I admire myself
My nationality is a sign of my identity	Laugh all the time & enjoy the life	My study fits to my plans for future	I like to chat with anyone	I am shy to sing in front of others
I can try dangerous drugs for once	I hate hypocrisy	I have to go for holiday every year	What I wear is not important at all	Colour harmony is necessary for everything

You can write here anything you like or dislike, related with your character and personality

This game made us think about who we were. Its important to face your own identity always as a person and as a leader, so for your religion maybe not important but some of your volunteers couldnt imagine a life without following their religion so you have to be always very tolerant and open to each other. Everyone has different values and opinions. Volunteers come with different expectations and backgrounds to a workcamp and the leader should never forget that there is no right or wrong but as a leader you should try to find a middleway and to give the same respect to everybody. Some people may refer to their freedom for not willing to work like the others but as a leader you should never forget to act with the rules.

And now we are hungry and this is dinner time so bye bye!!!

After dinner Zafer taught us some games to have fun in a group.

- First game we played in the evening was called **catching the chair**. This game gives alot of energy and fun but its also a little dangerous so you should take care that behind the chairs there is nothing like a table or something to hit your head. For that game we had to make a chair circle and have as many chairs as participats. Now the aim of the game is that one person is standing in the middle of the circle and while he is trying to catch the empty chair the group moves on the chairs and try not to give the empty chair.



- Another game was **slaves and masters**. We needed 2 groups for this and 2 lines of chairs facing to each other. Half of the group sits on the chairs as slaves but leave 1 chair empty while the other half, the masters, stands behind the chairs and keep their hands on the sides (not in the front). The master who has no slave in his/her chair tries to steal one of the slaves of the other masters by blinking his/her eyes to the slaves. Any slave who was blinked by one of the masters should immediately move to the empty chair and his/her master tries to stop the slave by pressing hands on the slave's shoulders. Any master who looses his/her slave blinks to a slave of the others. After sometime the group changes the places.



- Next game was a different kind of the famous stone-paper&scissors game. Called **Gaisha, Samurai and Sumo**. Again 2 groups stand facing to each other. First you play one by one. The leader counts from 1-3 and then both have to be either sumo or gaisha or samurai and make a step forward with a movemnet and sound like the fighter he has choosen. Afterwards you can play it in groups and decide for one fighter and play against the other group .

Deciding what to be, a geisha, a sumo or a samurai Geishas(left) wins against the Samurais (right)

Afterwards we played the **Bluff** game, you make groups of 3-5 people in one group about 3-6 groups it depends on how big the whole group is. Then each group has about 5 minutes to tell each other stories they were ashamed of and then they decide only for one story. Then each group have to stand in a line in front of the others and tell the same story as it happened to him/her. The audience have to choose the real owner of the story, thus they are allowed to ask each one about details to find out to who the story belongs. Then everyone who was watching tells who they think the story belongs to and if they know they get a point. Then an other group playes in front of the others and again tells the same story they have choosen from someone from the group without telling to who it belongs. You have to bluff and tell the story in a way that the others believe that it is your story.



Once I was alone at home...



19.10.05

Report of Mutlu and Ertugrul



Passengers to Bergama

We have started the day with an early breakfast as today was the day out. Yesterday the trainers offered a visit to Bergama the nearest big town and we all agreed. They have arranged a bus for us. I really don't know who missed the breakfast with me..

We went to Bergama all together except Zafer and Hulya. We have visited Acropol the openair museum and Oguz was the leader of the group also the guide for this so historical place.

First our destination was the city center just Omer didn't visit Acropol he went to Turkish bath on his own he was so clean after.



After the visit to Acropol we have come back to the city center. Oguz ,Bahar ,Stefan ,Tuncay ,Silan and me went to a cafe in the city center it was full of young pupils. We played the Turkish game "Okey" Stefan was really succesful for the first time. And the others came and joined us we have had drinks together. Then at the time for the bus we went to the meeting point and we came back to Afacan Motel.

When we came back to the motel we had a half time break and we started play games again our first game was educational game.

Intercultural Train Game:

Before we start the game Zafer offered an energizer related with the subject. We all sat on the chairs on a line and acted like a train by moving our arms in round and making the sound of a moving train. Following the energizer Zafer distributed a paper to every passenger. On the paper there was a list of different characters that we had to choose 3 of them whom we want to travel with and 3 others that we do not want to travel with in the same compartment.

After deciding individually we formed groups of 3 people and then tried to negotiate on 3 new people among our choices to travel or not together as a group. We have tried to find common selections for each other and we all selected some types and "a greek university student" was the most voted one and then "a women with rucksack".

After the selections Zafer made his comments. The game was about having prejudices on other people, other cultures, religions and characters. Miriam said in the workcamps there will be people from many different countries, cultures and backgrounds. We can not choose them so we have to accept them as they are and try not to have prejudices about them before we really get to know them.

Also we have discussed about people who are not prefered because of their handicap. We all think that we should be helpfull to the handicapped people. Also Omer thinks that handicapped people and their relatives must be careful also. Actually, I think that, people in this camp would always help handicappeds if they have any experience like this.

Egg Game:

We played egg game. For the game we had to play in smaller groups. It was really funny game. The aim was to built a system to save the egg while falling down. But i think 1,5 meter; its not too high, maybe 3 meters is okey. More funny i thing. We have tried to keep the eggs to not to make them break we made some protection staff by newspapers and some rope and the and Zafer cut the string which was carrying the eggs and all the teams were successful non of the eggs were broken. The subject of this game was to understand the sensitive stiuations at the camps we have to behave really careful about this sensitive stiuations.



Bridge Game:

After this we played bridge game its the best game 4 me. I like it too much. I think we musnt use scotch in the game .In this game we have had some pipes, some plastic glasses and some wooden sticks to build a brigde which was able to carry a heavy book. We seperated into groups and we have built three beautiful bridges and they were checked by a heavy book and all of them were successful for carrying he book but this was the question that were they able to carry more heavy things for example a 3 liters big bottle? It was possible for just our group's bridge Ozlem, Stefan, Tuncay, Bahar and me.



Trainers' comment : This was a game for group building. The aim was to see if there is someone in the group taking the leadership position or if the decissions were made together. Most of the groups decided together by talking to each other in their group. But also in some groups there was a conflict among the group members, then they followed the way of the majority.

We had dinner after the talking and discussion about the games and Ismail Usta was really succeeded for dinner like the days before we all thanked for the food to him.After the dinner everybody was playing some games in groups also there were sleeping and chatting with others.

You Are So Famous:

It was a game that we have played today. We wrote some international famous people's name on some stickers and we put them to eachothers forheads without showing. We have had chance to ask some questions with "Yes" or "No" answers about the famous person written on our sticker until having the answer no.

Zafer have guessed first, it was George W. Bush . The second guesser was Sonia it was Ronaldinho. All the rest was no so successful to discover. After 1 hour we really got bored at the end we have finished the game as a draw..

After the game Tuncay played the guitar for us and everybody listened to him he played it so successful it was really enjoyable to join the songs all together Sonia was great in learning the songs, Christel already knew some turksh songs so we had a lot of fun while singing and dancing. Some of the group went to bed early and some played backgommon for the tournaments.It is two o'clock now and so late it was a funny day as a summary.

Ertugrul and Mutlu

20/10/2005



Catch the ear of the second person on your right and the belly of the second person on your left

Today at least it was a sunny day and we could spend a lot of time outside without being frozen after! After the breakfast, with energizers (ear & belly catching), we started to the day more dynamic. Then, Zafer asked if we are happy with our secret freinds and almost nobody complained.

In the morning, the discussion was about "**problems caused due to leaders**". Because we know that there aren't standart kinds of problems that are because of leaders. We all agreed that the first days of a camp are very important for the group forming, so a leader should care about it, after the group will have its own

dynamic. We combined three groups that consist of six participants. And discussed about the subject.

The problems that can be occur :

- ✓ Bad timing, not being punctual
- ✓ Contradictions between leaders
- ✓ Contradiction between leader and local host
- ✓ Lack of information flow
- ✓ Not considering group life
- ✓ Leader's misbehaviours
- ✓ Lack of language
- ✓ Psychological problems of leaders
- ✓ Absence of leaders during activities
- ✓ Lack of communication
 - within the group
 - with local host
 - with local people
 - with workcamp organization
- ✓ Characteristic of the leader (outgoing but not to exagerated)
- ✓ Lack of introduction
- ✓ Over controlling the group
- ✓ Focusing on the project¬ being interested with the group no balancing

Then we closed our eyes and thought about the responsibilities of group leader and whether we thought about can we be a group leader or not, seeing a list like this!

Zafer said that most of the time group leaders said during the workcamps that "what am i doing here, am i crazy?" But after some time, they call and want to be a group leader again. Group leaders gain a lot of experiences from leadership. And also if you think there is a mistake and you accept that it is your mistake and try to change and edit it, you still learning something new although it is not your first camp.

We discussed that it could be nice to write a letter to the participants before coming describing himself and getting in touch for the first time.

If you love people, if you love the work you do that means everything is OK. You will solve the problems.

After the lunch break, for a new game, Miriam put our childhood fotos on the wall, so who will find out who is who..? We were recommended to play this game in our workcamps as well. It creates really big fun. She gave us 2 days to discover all the pictures.

On the other hand in the secrets game somebody confessed that the picture s/he gave was not his/her own but the sister of his/her close friend. We were all curious about his/her identity.

After lunch break we had a big shock at the new session. While Zafer was explaining what we were going to do, suddenly Oğuz started to smoke. Zafer told him to stop as it was not allowed to smoke inside. But he said he needed to smoke as he could not smoke at the break time. Zafer got angry and said "the break was 45 minutes, why did not you smoke then?" The tension was growing and we were all warching them without saying any word. Then Omer shouted "Today is roleday, they are acting, this is a theater". And we all understood that it was a roleplay between Oğuz and Zafer (they played really well that we were all really breathless) Then Zafer explained that it was planned just before the session and Oğuz puf his cigarette off. If Ömer has not shouted they would continue till the end ans Zafer would throew water on Oğuz's face and he would leave the room by shouting "I am leaving the seminar". This would be more shockhing I guess but luckily they stopped before this.

Zafer said that we were going to act in the roleplays and our plays should be as realistic as theirs. To compose groups who will prepare role plays together, Zafer gave us pieces of photos. Combining four pieces of photo make also four person in a group. We all have cases that explains examples of problems in a camp life. And also we are wanted to create another case about problems. We prepared for roleplays as groups.

Whose childhood pictures are these?



Zafer said, he would note some propositions for each game and we would discuss about them by "On which side are you" game.

Role plays and "on which side are you?" game:

First group: the members were Ozlem, Gulbin, Sonia and Stephan. Ozlem was playing the lazy volunteer who does not want to work at all. Some volunteers did not care but some others was complaining about her behaviour and they were very succesful in their roleplaying. The proposition came out was **"Volunteers can work only when they want"**.

Sengul, Ertugrul, Rahel and Miriam were the members of second group. The second group's role play was about outside visitors. Ertuğrul was local macho and wanted to go out with one of the female volunteers. She was also ready to go but the group leader was unhappy about this situation. Zafer wrote **"workcamps should be closed to outside visitors."** as proposition.



Lets paint the wall alltogether

Third group consisted of Oğuz, Tuncay, Christel and Deniz and they acted about a depressive volunteer who looked like to commit suicide. Zafer's proposition about this roleplay was **"depressive volunteers shouldn't be left alone"**

Mutlu, Silan, Miriam and Omer roleplayed about the tefts in the workcamps. A volunteers came to the group leader and said his 200 Euro was stolen and he asked the leader to check everbody's bags and suitcases. The proposition came out was **"Group leaders are allowed to check volunteers bags in case of teft'**

Then each group played their self created problems. The first group presented a personal conflict between the 2 of the volunteers. Their proposition was **"Should leaders interfare the relationship among the volunTERS?"**

Second group presented an insufficient & an absent leader. Their proposition was **"Should the volunteers accept an insufficient person as `leader' ?"**

The ropleplay of the fourth group was about a pregnant volunteer giving birth during the camp. The proposition was **"should we accept everybody in the camp"**.

After all the role plays we started to play "On which side are you?" game. According to the proposition told, we were supposed to go to the "Yes" line or to the "No" line. People standing on each side were supposed to convince the other side.

The first proposition was: "**Volunteers can work only when they want**". Only 2 people went to the YES Line AND Rahel said "This is a voluntary work camp. So people should not be forced to work if they don't want to". But all of us were disagree with this opinion. We said "If they don't want to work, why do they come to the work camp"

Second proposition : "**workcamps should be closed to outside visitors.**" Most of us didn't agree with this opinion, but there should be clear rules and maybe warn the vols of their own responsibility).

Third proposition : "**depressive volunteers shouldn't be left alone**" Some of us thought we should leave them alone. Because if somebody wants to commit suicide, he/she will do it whenever he/she finds a suitable time. Moreover, it is not the job of group leader or volunteers, it is the job of police or family of the depressive volunteer. So, they should be called and explained the situation. The rest of us thought the contrary, the explanation of them was if we leave he or she alone, he/she can think 'they don't care about me'.

Fourth proposition : "**Group leaders are allowed to check volunteers bags in case of theft**"

Some of us said that we can't check the bags without asking. It will cause problems about trust and the project after this situation will become worse. Stefan add that the guy who said my money was stolen can be lying. May be there is no thief, no money. So we would be blaming people with stolen money that is not real. And rest of us thought we should check the bags without asking. Because if you ask for people to check their bags, if there is a thief, he can hide it to anywhere else. The suggestions about this subject, before a situation will happen like this, we should warn volunteers to keep their important things safely.

Fifth proposition : "**Should leaders interfere the relationship among the volunteers?**" Some people on the No Line said that if there is a problem between 2 people it is their own problem & they can solve it by their own. People on the Yes Line said "their small conflict can get bigger and effect the others as well. Thus the leader should try to solve these problems as well.

Sixth proposition was "**Should the volunteers accept an insufficient person as 'leader' ?**" All of us stood on the No Line and we all agreed that the volunteers can manage without such a leader. But we also agreed that it was up to the participants. Not all the groups could manage it.

Seventh proposition was "**should we accept everybody in the camp?**". Again all of us were standing on the No Line and there was nobody for Yes Line. We all thought that very specific volunteers like a pregnant woman or a very depressive person could create big problems for the group leaders. Then Zafer went to the Yes Line to explain the position of the work camp organisations. He said " Work camps are principally open to every one regardless the religion, nationality, sex, age (over 18), belief, social status, language, etc. When we receive the application

form we can not get enough information about the applying person if they did not write about their obstacles. If they are pregnant, or can not speak any foreign languages, blind, etc. So we have to accept their application if there is a place in the work camp. We only learn about their obstacles on their arrival. Of course if they have mentioned about their situation we can say "this workcamp is not suitable for you but you can come for that one" or " sorry we have no camp suitable to you" . But sometime volunteers hide or lie about their situation to get a place in the camp. They pay a lot of money for the travel and plan their next 2-3 weeks for the workcamp. What to do then?

Since non of us was working as a placement officier we could not see this side of the problem. "We said you are right" but we did not feel comfortable about this as there was no solution.

For the final word Zafer & Miriam told that there were no recepies to solve the problems. Each problem should be solved according to the group, time, location, culture, etc. For example in a group everybody could agree when the group leader wanted to check all the bags or they would not complain if there was a lazy volunteer who does not work at all. This discussion game was just to make you be aware of the problems that may occur in our camps. Zafer also said that there was no risk that all the above problems would occur in the same camp.

Miriam said the final word in Latin Language.

TEMPORA MUTANTUR
ET NOS MUTAMUR IN ILLIS!!!

This meant "Time is chaniging and we change with it"

After dinner, we had an **evaluation** of the past days. Zafer said that certificates getting closer to us, but still there should be some more motivaion, for example respecting the time table was very important as most of the time the group was late to start for the sessions even after a long break. Zafer said if you want to be a leader, first you should respect the time table and then expect the others to do so.

Then we said out suggestions about the seminar:

- More free times for ourselves, without doing games, tournaments, caring about secret friends,
- Too long sessions, concentration is going down
- More energizers
- Personal awareness & self assesment tests
- Small group discussions
- Free day better in the afternoon instead of morning
- Less group building games (for example egg's and brigeds were almost the same)
- Camp in 10 days (programm is too hard)
- At the begining of September

In the evening/night Stefan and Rahel suggested the 'werwolf' game, we enjoyed it. (There are Farmers, they try to kill the wolfs, there is a little girl who can open her eyes when she wants but she should take care that she isnt seen by the wolfs or they will kill her. There is also a cupid who tells who are the lovers and a future teller who can see cards in the second round, witch can kill or save somebody (just one time), wolfs can kill people in the night). Well the game is about a farmers village where a group of werwolves live and they are very hungry so they want to eat one farmer a night. There must be a game leader who is writing the roles on little papers. And every one got one of these papers and looks at it without someone else seeing it. Then the game leader tells everyone to close their eyes and then he tells one by one who can open the eyes. First he says the cupido can open the eyes and show 2 lovers (the lovers means that if one of them gets killed the other one also gets killed too).

This was a very complicated, time consuming but exciting game, we liked a lot.

After DISCO-TIME...

Disco was very nice but also loud. The doorman came to warn us that some of the neighbours complaint about the sound and the gendarmery came to warn, thus we had to play it in a more quiet way. So did we.



Who is the best dancer in the disco night?

21/10/2005 FRIDAY

Stefan and Oguz's report

This morning Zafer was absent as he went to İzmir Airport to meet a guest speaker. The second guest speaker called him yesterday to say that she was not able to come due to her unexpected exam. Fortunately we had Stefan who co-lead a camp in Serbia-Montenegro. Zafer asked him to speak about his experience and he agreed.

We started the day with sleepy eyes and Stefan waked us up with his energizing game called **elephant, washing machine, mixer and toaster**. This game was quite energetic and waked all us up. We had a circle of fifteen people and one of us was in the middle and told the people which action they have to do. We were sometimes a wash machine with three people some times a mixer. When you are a mixer: the one in the middle open his arms and put his arm up two people next to this person turn around themselves. When you are a wash machine the person in the middle turns around and the two people next to him open wide their arms over him. When you are a toaster the one in the middle jumps between the arms of the two others.

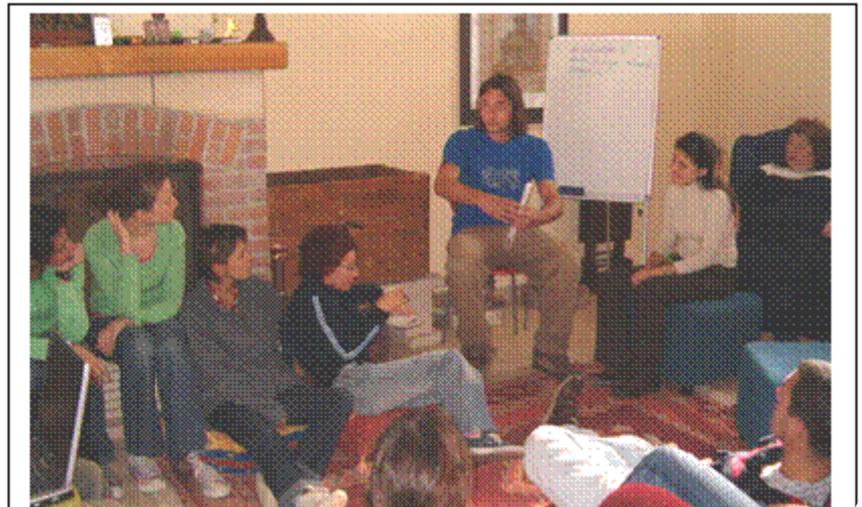
Speech of Stefan telling us about his experiences as a co-leader in a foreign country (in his case Serbia - Montenegro)

Stefan had led a camp in Germany without having any training before. Therefore he was not aware many of the difficulties he was going to face. Thus he said that the participants of this seminar are lucky to have a training.

Luckily his first leadership experience was without big problems.

Then he went to Serbia-Montenegro to co lead another camp. As the first leader was

responsible for technical details he mainly focused on the social life of the group. He said if he knew so many games as we played here the camp could be much better although it was not a bad camp at all.



General conclusion: It is possible - but it is up to you! You should know if you are capable and want to make this experience - and maybe / probably facing new / other difficulties.

But it is definitely a (at least little) challenge.... ;)

Points of consideration:

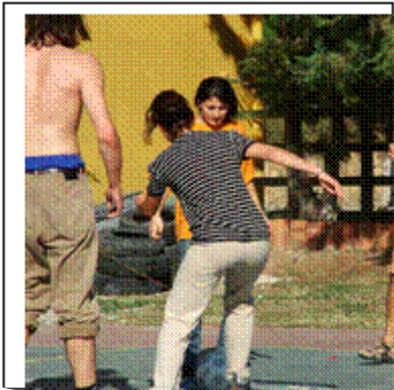
- identification and knowledge about the project
- circumstances -> way of life and culture
- at least a little knowledge of the language of the country
- preparation
- be the camp area before volunteers arrive so you can familiarize the area what can volunteer face with or what the group may do in their free time

GUEST SPEAKER ERCAN TUTAL :

Ercan Tural was the founder & manager of the Alternative Camp where different kind of social activities including swimming and diving organized for the handicapped people. Every week there was a different group of handicapped in the site. GENÇTUR was supporting the Alternative Camp by supplying international volunteers.

Ercan first showed us a DVD about the camp to make us understand the real conditions of the camp and then made a short speech about how difficult to work with the handicapped people and with the volunteers who are coming to help them. He said that the volunteers should be really hard working, well motivated and dedicated. Then he answered our questions.

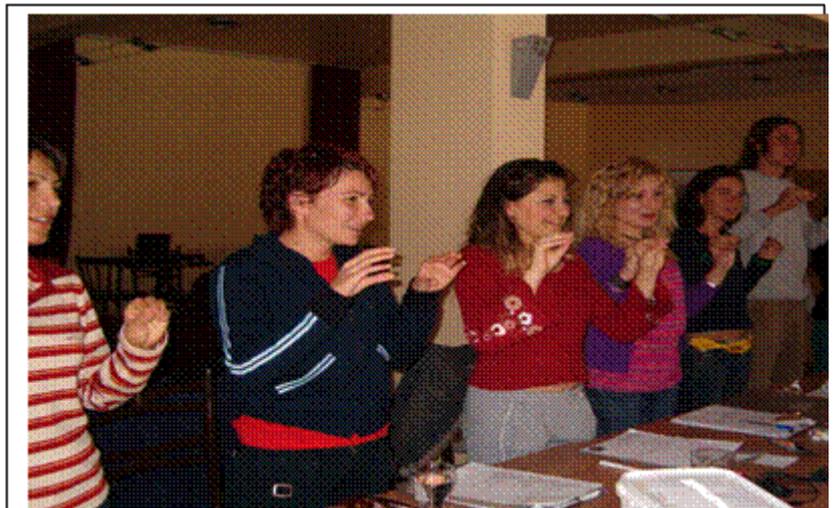
-the afternoon session-



A long break to which all agreed thanks to Oğuz's initiative was spent differently - like some enjoyed a football match and a refreshing bath in the sea... In fact this was a good experience of time management as all the participants needed more fresh air and a really free time to do what they wanted. The trainers agreed for a longer break to motivate the participants with a promise to be active in the night session.

We started with an energizer "Turkish belly dance".

The following practice was called "**Accounting game**" - its aim was to prepare the budget & timetable for a 15 days work camp with the given info on a paper. The time limit was 30min, although we needed longer, what is definitely not enough as we all agreed afterwards.



The given info is below :

You are leading a work camp which is located on a hill where the nearest village is 5 km. and the sea side is 100 km. You can walk to the village in 1 hour and to go to the sea side you need to take the bus from the village either early in the morning at 06.00 o'clock or 11.00 a.m. everyday except Sunday. The journey takes 2 hours. The returns are at 13.00 or 18.00 p.m. But the rule is to return with the same bus due to the limited space.

You have to work 5 hours a day. Breakfast is at : 08.00, Lunch is at 13.00, Dinner is at 20.00

The nearest city is 30 km. away and there is a daily public bus from the village every hour. The latest return is at 21.00 p.m.

You have 14 volunteers in the work camp. The camp will last 15 days. Your camp starts on

There is an internet cafe in the village that volunteers want to visit every day.

You have a car for 4 people only, to be used for shopping from the market in the village and for emergency cases only. It spends 1.5 € per one way drive to the village. It takes 10 minutes by car to go to the village. When you have received it, its tank was almost empty and you filled it for 60 €.

There is a cinema in the village which shows a fantastic film at 20.00 p.m every Sunday that most of the volunteers want to see. The village disco is open every Friday & Saturday.

Your meal budget for a day is 6 Euro per person but if the group goes out for the free day you are not allowed to pay for their food, travel or accommodation. You have 2 free days but the group may stay at the camp site on the free days, if they want. In this case you must consider the cost for their food.

Some of your volunteers want to combine the 2 free days and stay 1 night out of the camp site in the next city.

Your work camp organisation has given (.....€) to you for spending for the camp expences.

You want to do everything with all the group members as much as possible. But one of the vols get sick on the second day and stays in bed till the end. He has no insurance and needs medicines that cost 35 €.

You have to call the office daily at least once and anytime for the emergency cases. Each call costs 2 €.

One of the vols has got his/her birthday during the camp.

Below are the costs of different items:

<i>A return bus ticket to the sea side</i>	:	<i>10 € per person</i>
<i>A barbecue party for the group at the camp site</i>	:	<i>85 €</i>
<i>A barbecue party for the group at the sea site</i>	:	<i>135 €</i>
<i>A cinema ticket</i>	:	<i>7 €</i>
<i>Horse riding at a farm near by</i>	:	<i>4 €</i>
<i>A bed&breakfast accommodation in the hostel in the city</i>	:	<i>12 € per person</i>
<i>A lunch or dinner in the city</i>	:	<i>10 € in a cheap restaurant</i>
<i>Trekking on the mountains</i>	:	<i>0 € for travel but 3 € per person for lunch box</i>
<i>Entrance to the disco in the village</i>	:	<i>4 € per person</i>
<i>An icecream or a soft drink</i>	:	<i>2 €</i>
<i>A birthday cake in the market of the village</i>	:	<i>14 €</i>
<i>Entrance to the swimming pool in the city</i>	:	<i>7 € per person</i>
<i>Your pocket money to be paid at the end of the camp</i>	:	<i>125 €</i>

HOW WILL YOU ARRANGE YOUR BUDGET AND THE FREE TIMES?

Each of us was given a different amount of money and each workcamp started on a different day. Later on Zafer said that in fact every 3 person had the same amount of money and same starting date. Then we have noticed that each of the 3 persons had prepared a different daily program and budget. Most of us were complaining about the given amount of money. But Zafer gave us some hints to save money.

-For example the daily food allowance was 6 Euro per person. But you could manage to make it less as spending less money for the food without missing any meal but not having meat everyday. For some days it was even possible to arrange 3 meals for 3 Euro per person. 6 Euro was the maximum that you could spend.

-If volunteers go out of the camp site twice you could save 6 EuroX 15 persons X 2 days = 90 Euro.

-Volunteers who were willing to go to internet café could use the car for paying the petrol.

-You should not deduct your pocket money out of this budget.

- Consider yourself! Means: don` t forget yourself in the calculation, 14 volunteers + you = 15.

>At least you should do this 1 day before the camp start and the vols arrive - but it is recommended to do this 3-4 days earlier (by arriving to campsite) in order to have enough time to arrange everything. The budget can be negotiated with the organisation also according to the work camp and its circumstances.

Hints for ill person that has no insurance:

-ask ill vol if he/she can cover alone (set that the person doesn` t lie!)

-contact your organisation about situation(-maybe can ask vols if they all put together for this ill vol without insurance and money.... but depends on situation, of course)

Always remember::: It is not possible to make all the people happy at all of the time!!!
-of course you can also organise social activities that cost nothing, like trekking/hiking/walking....
-there are always ways to save some money, but be careful with it...

But the most important thing of budgeting is : For the budget claim, You should collect all receipts for your expenses - in Europe this is most time no problem, otherwise, where no receipt is available like sometimes in Turkey, then it is a matter of trust.

For the time given Zafer said that, "As you see half an hour is not enough to prepare the budget. But this time was limited to make you aware that as a leader you will most of the time work under oppression of different affects. In order to avoid this stress you should better meet with the work camp organisation 3-4 days before the camp and go to the camp site before the volunteers arrive to arrange everything in a better way without stress.

Auction Game:

Zafer said this game would teach us how we were risking and managing our money.

There were ten questions but we did not know how difficult they were. We were in groups of 3-4 people and supposed to participate at least 5 times in the auction. Miriam gave 540 Lira (made of paper) to each group. As the game started we all tried to give the highest amount to buy the question. If you buy the question and response correctly, you get all the money in the pot. If you don't know the answer the question is asked to the second highest paying group and then the next until someone knows the correct answer. If noone knows then it remains to the seller.

The questions and the correct answers are below :

1) *When does the C.C.I.V.S established?* **1948**

2) *Which organisation is not a member of the ALLIANCE?*

a) GENÇTUR-Turkey) IJGD-Germany c) UNA-Exchange-UK **d) SCI-D**

3) *What was the name of the game that we played with a newspaper with a hole in the middle?*
(What do you see?)

4) *In which countries Zafer made a work camp?* **(Turkey, Italy, Poland?)**

5) *Which character was the most popular to travel with in "Intercultural Train" game?*
The Greek university student

6) *When was GENCTUR established?* **1979**

7) *How long is the swimming pool?* **16.30m-**

8) *What is the number of the room with the hot water?* **8**

9) What does "Tempora mutantur et nos mutamur in illis" mean?

Time changes and we change with it

10) What was the name of the open air museum in Bergama?

Acropolis

...and.then.....mmmmh....dinner time... ;)

Hülya`s speech about "voluntary management"

>>>see the attached powerpoint presentation file.

In one sentence: It was about volunteering in general, of which workcamps are only a small part...

What is it? Why? ...

Advantages + / Disadvantages - (that were gathered by the group)

+ motivation + variability + creativity

- stability - unexperience - lack of motivation

Night session

As we had a looong afternoon break, we had to the night session to finish the program.

Hülya`s speech about "communication"

>>>see the attached powerpoint presentation file.

In short: What is communication? How do we communicate? How can / should we communicate?

....So as we have heard a lot about communication, we played to games brought into action by rahel & sonia.... Games to learn / think about other ways of communication:

- 1) People get a paper with an animal on it. They don` t show it around. There is always 2 of each animal. They get the eyes covered by a cloth. Now they must make the sound of the animal (no talking) and find her/his partner animal.;
- 2) People get a paper with a number on it. They don` t show it around. Players must make a line beginning from 1, 2, 3 ,... according to the number of people. They get the eyes closed by a cloth. They are not allowed to speak!!!

And after playing these games we went to disco and danced but because time was late we had to give up. Then we came to our lovely meeting room again and Tuncay began to play guitar but he was not the only musician. We all played drum by touching different surfaces. Like tables, floor, etc. and sang. It was really enjoying.

Then Miriam said let`s show our cultural Turkish wedding. Then we dramatized a Turkish wedding with henna night, groom`s barber adventure and taking the brige from her mother`s home. Then Zafer proposed a game and asked for 2 volunteers. Poor Özlem and Mutlu were the victims. They

found themselves in a funny situation. Zafer tied Mutlu and Özlem with rope on their wrists and asked them to get rid of the rope without cutting and untying. They had to speak loud while doing it. It was not possible indeed but they were bending, jumping, etc. One of us wrote down all what they have said to each other like "it is really hard, how can we do that, yeah like that, let me jump over" . We were all laughing as Zafer previously told us that these couple was a just married couple and it was their first night when he took them away to practice for few minutes before their performance. It was a real dirty game but also very enjoying☺

22/ 10/2005

Report of Sengül, Bahar & Silan,

FIRST AID INFORMATION

When we had a breakfast, someone said that one of the hotel staff fell down on the stairs accidentally. Everyone run there and saw here laying on the stairs without talking. Zafer, called the ambulance. Many people were shocked and we did not know what to do. But fortunately it was a role-play only.

Our guest speaker Ercan had prepared this simulation in order to warn us about all possible and unexpected emergency cases. He asked us "what can we do if we face such a problem."

Participants are together with the tutor of the first-aid session, ErcanTutal.



Ercan said that, leaders do not have to be a doctor, a nurse, etc. But a group leader should cope with the situation.

First of all, carrying a little book about first aid might be helpful for small accidents. Also a first aid box containing some pain killers, cover bandage, safety pins, etc. should be available.

For bigger accidents and emergency cases leaders should be calm and to react correctly; Firstly do an emergency first aid plan immediately. The numbers of ambulance, doctors, hospitals. Where is the closest hospital, how we can go there, are the main questions which we should know before camp starts.

We should write down all numbers of assistances and other information about them, the numbers of police, fire department, etc. they are always necessity.

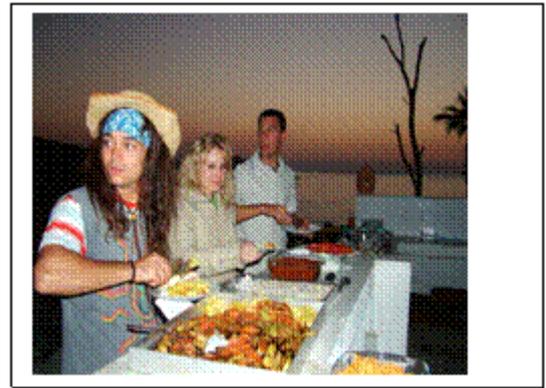
He said that you should avoid risking your life while trying to save another person in trouble. For example if someone drowns in sea, and if someone knows swimming very well, firstly he/she think his/her life when he/she try to save a drowning person.

For all emergency cases, the first thing is to try to understand the situation and to decide "what we can do or what we can not do first."

If someone fell down stairs and laying down, we should not touch him or her. Because her/his neck might be hurt. The conscious, breath, pulse of the person should be checked. Any bleeding should be observed.

HINTS FOR THE LEADERS TO BE PREPARED & TO PREVENT ACCIDENTS

- Carry the emergency numbers with you and be organized in case of accidents.
- Give instructions on what to do, distribute the responsibilities "you call this number, you tell to all the people to stand away, you do this and you do that!"
- If someone knows first aid, let him/her to apply the first aid and do not interfere his/her actions. Doing something may not solve the problem. Only the person who knows first aid should do something.
- In a camp as a leader you should be aware everyday that you are ready for emergency cases, you should check your first aid box and numbers of people you connect.



Two most pleasant time of the seminar: running to the sea & the barbecue evening

HOW TO GET READY FOR A WORK CAMP AS A LEADER?

After the lunch it was Zafer's turn again to give instructions for leadership process. He wrote a time table on the board as follows :

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)

WORK CAMP LEADERS' 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

We have also talked about the properties a leader should have. A leader should:

- look after everyone
- apply the rules
- connect people
- be friendly & open-minded
- have positive energy
- be self-motivated & motivate the others
- be able to foresee the future
- communicate with everyone
- accept individual differences
- have clear objectives
- have an overview
- have organisational skills
- be humanistic
- have self-confidence

Then Zafer distributed us a test paper in which there were questions to measure if we can see what others can not see which was a sign for being a leader he said. There were some logic questions and most of us had difficulty in answering them.

The questions are below:

- 1) Can you see the man on this island?
How many candles are there on the candle stick
- 2) By moving only 1 coin, can you make 2 lines of 4 coins
- 3) By moving only 2 sticks can you take the olive out of the glass?
- 4) By adding 1 more stick, can you make 3 triangles?
- 5) A man who likes square things and nature built a swimming pool in his garden among 4 trees. But then he wanted to make the pool bigger. Can you do it without cutting the trees.



- 6) By moving 4 coins, can you make 4 lines with 6 coins on each?
- 7) How can you make 8 equal slices out of a round cake by only 3 cuts?

After the free time, we had a wonderful barbecue at 18:30 p.m.

Then it was time for declaring our secret friends and reading our love letters. Most of the participants were surprised to find out their secret friends.

After this fun we had to say goodbye to Cristelle.

And then everyone made presentations about the countries that they had been for a workcamp. I just noted down some points that are important.

Sonia started with talking about Finland. She described Finish bath, talked about their food which is too spicy. She said their beer is too expensive. And they are silent people.

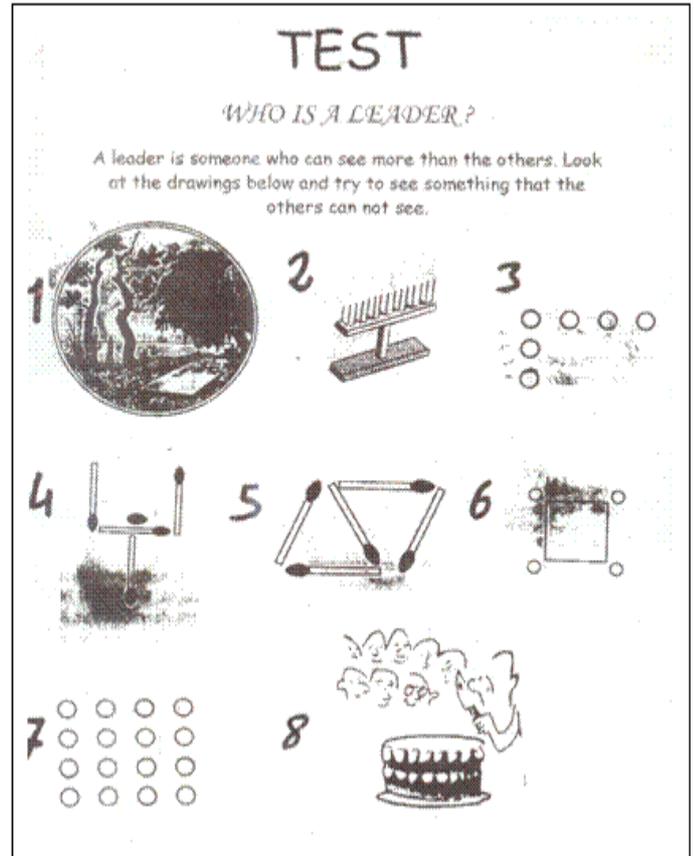
Rahel and Stephan informed us about Serbia & Montenegro. Serbia and Montenegro has their own capitals and governments but the main capital is Belgrad where is in Serbia. Montenegro was not affected by WW1. Montenegro is the only state that calls itself an ecological state. The people in Montenegro are easy-going and the laziest of the ex-Yugoslavian states.

Bahar told about Germany. They care so much about environment. There are many Turkish people living there and we had a discussion about their integration problem to German society.

Oguz and Mutlu made a presentation about their art camps in Kayaköy by showing beautiful photos.

Özlem and Gülbin talked about Spain. They have siesta which is rest in the afternoon, they close the shops. And they have fiesta, which is having parties till 7:00 in the morning. They speak very few English mostly. There are immigrants from Algeria, Morroco, Equador etc. They are very similar with Turkish people.

Ertugrul and Sengül told us about Italy. They have delicious food, they are even more hospitable than Turkish people. They also speak very little English.



Omer talked about Denmark. There are too many immigrants coming from Africa. Danish people drink a lot. Denmark is a kingdom. They support Sweeden. Most of them speak good English. They eat too much meat, especially pork.

Deniz informed us about England & France. Color blue is important for English people. When they call themselves blue blood English they mean they are real English people. People in villages are warm whereas people in cities are cold. There are too many immigrants in London so some English people prefer to live in villages. They have a longstanding conflict with French people. They call French people frogs!

French people admire themselves, their country and their language.

23.10.05

Sonia and Gülbin

This is our last day in the training Seminar. The last night was long (for some people longer than the others ☺) so at the following morning nobody was on time to have the breakfast. Fortunately, the staff comprehended us and every body had a recovered meal between 9.30 and 10 a.m.

At 10.30 we started recognising our childhood photos. It's amassing how people keep the main smile, look, over the time. In fact the ones that was on the photos was Silan, Mutlu, Rahel, Oguz, Deniz, Stefan, Bahar, Özlem, Gülbin and of course two of Oguz' sister. The lastest photos make us laughed a lot!!!



Then we wanted a fun photo of all of us over the paintings in the swimming pool simulating having legs of animals or strange people . We'll see the art result!!

To start working we had an energizer dancing in form of Halay but in a very tight Halay. Later we have 45 minutes to get prepared for our presentations. Our presentations were about "What kind of leader you are going to be?". Before presentation, we said goodbye to Rahel, and we are all so sorry.

At 12.00 we got together for our presentations. First Sonia wanted us to get separated into 2 groups. 1st group lied on the ground; others pretend to be animals over the persons who were lied on the ground (for example an inch, a ant, an elephant, a lazy elephant, etc). With this game Sonia wanted to show that everyone has a role in a group and we must work together to get the target. Also she mentioned what it is important for her in a workcamp. The last thing was a south African song to make us more open minded.

Stefan was the second one in make the presentation. He made a mimic show about how a leader has to be. First the presentation between the people, then the work, then the animation part, and so on..... it was nice to see Stefan make theatre!! After that he emphasized us that the role of the leader depends a lot of the voluntaries you have. So every time it can be a complete different experience.

Tuncay wanted to be the next one in represent. He make us play the "telephone game". It goes that all of us were in a line and the first one say something in the ear of the next person and so on. At the end of the line the phrase that come out is not the same as it was at the start ("Stefan is a long man "). Tuncay told us seriously: communication is important in the workcamp. You don't have to believe every thing and you don't have to have prejudices before knowing the real person or situation.

Özlem told us about the importance of being honest with the work you do, if you are not you will not enjoy with that. Also, she did an example of working together even if we have differents ways of being (we took a position and then someone took our place)

Sengul, first of all, wanted to present everyone in the workcamp. Following, she explained to us the main important things in a workcamp. To show us working together we did the game of the people-foot.

Ömer was the next making a presentation holding the hands and present ourselves in this way.

Then we did a very appreciate thing for him : a minute of silent (really it was hard to keep it).

Fortunately, we played to the oil, honey shop game.....nice song!!!

Mutlu started with the horse game and told to us to run together and listen to us while we are all running.



Gulbin, make a nice paper heart to tell us that a leader has to love his/her job and the voluntaries. Also she made a sun and did a brainstorming of what a leader is (motivation, helpful, cheerful, etc.....)To end we did a game with cards sitting all in a circle and moving to our left when the symbol of our card appeared.

Silan surprised us with the game of "what you like/dislike of the person sitting next to you". After everyone has told, then she told that we must to kiss what we like and bite what we dislike.

Bahar did the game with a nice song and one person by one was ask about a question.It depends of your answer that you put at the back of Baha or at the back of özlám.At the end we should tried to get the other group to our part. Also she mentioned that to be a good leader we should to implement the thing we have learned in the seminar.

Deniz wanted we all presented each other. It was lot of fun when she made the "stop" game. Şengul was the quickest and the winner. After, she did a representation of what a leader has to be: not given orders but be like a voluntary, working together and so on (being a good coach). The last was Erturul, who made the game of CHURRO , MEDIAMANGA , MANGOTERO , ADIVINA LO QUE TENGO EN EL PUCHERO (sorry I don' t know the name in English). We had have a nice morning, almost playing all the time but then Zafer and Hülva evaluated our presentations and told us seriously that we had consantrated more on making the volunteers enjoy their times but missed one of the most important thing of a workcamp: the project and the host organization.

We should make a reflection about that because playing games and try to be an integrated group is a good thing but also we have to work in the other direction. Don't forget about take eye contact with all the people, touch everyone, etc. As you see it took a lot of time to make all the representations. Finally we took a wonderful meal at two o'clock.

At 15.30 we were told to take our expectations, fears and contributions that we had written on the first day of the camp. We put them all in public. We declared if our expectations were fulfilled, fears disappeared and contributions done. Most of the reactions were positive.

Finally Miriam offered to express our feelings about the "others" and all the people told their personal feelings about each other. It was really touching to hear what your mates of six days seminar think about you. As a summary :

- Gulbin: participative and smiling
- Stefan: good leader in the future and good mood
- Ertungul: friendly and talkative
- Ozlem: expressive, dynamic, funny, ambitious and goog competitor.
- Bahar: helpful, good organizator and effective.
- Sonia: energetic, communicator, smile
- Oguz: communicative, interesting in the others and good organizer.
- Şilan: friendly, sympathic and courageous.
- Omar: nice, friendly and talkative.
- Şengul: friendly, talkative, etc.....
- Tuncay: good player on guitar!!!!!!! Joke maker, funny.....
- Deniz: nice, helpful, likes take responsibility, etc.....

This was the end of the Seminar. Then we have all received our certificates and started to pack up to leave in the evening. As in the workcamps fair wells are always said. We all promised to stay in touch and wished all the bests for each of us and also wished a lot of success while leading work camps.

LIST OF PARTICIPANTS

Country	First Name	Name	Age	Sex	Room
TUR	ZAFER	YILMAZ	47	E	11
TUR	HULYA	DENIZALP	49	K	10
TUR	MIRIAM	BEKTAS	28	K	12
TUR	SILAN	CETE	18	K	20
TUR	GULBIN AYSI	ALAN	21	K	18
TUR	OGUZ	EKIZ	26	E	23
TUR	MUTLU	EKIZ	26	E	24
TUR	SENGUL	ERUCAR	22	K	20
TUR	ÖZLEM	MENDERES	22	K	19
TUR	TUNCAY	OZTEKIN	23	E	22
TUR	ERTUGRUL	OZTEKIN	20	E	24
TUR	BAHAR ZUHAL	BALTA	20	K	20
TUR	OMER NURI	UNTUNA	26	E	22
TUR	DENIZ	MADEN	22	K	21
CH	CHRISTEL	TROTTET	29	K	21
CH	RAHEL	LORETAN	23	K	19
ESP	SONIA	VILLORO	30	K	18
GER	STEFAN	SIMROTH	21	E	23

TRANIERS' CV

Zafer Yılmaz

GENÇTUR'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 30 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@gencur.com

Hülya Denizalp

She is Turkey Representative of Ashoka (International Social Entrepreneurship network <http://ashoka.org>) since 2002. She launched Ashoka branch in Turkey and searched & elected 16 fellows from Turkey like Nasuh Mahruki, İbrahim Betil, Şengül Akçar, Ömer Madra within last 2 years.

She also runs program at Açık Radyo (Open Radio - 94.9 FM) for last 3,5 years about **Volunteerism & Social Responsibility**.

She is one of the trainer of NGOs for Voluntary Managment & Communication in Turkey.

She has given more than 40 trainings all over Turkey within last 5 years to the NGOs staff & volunteers including Bilgi University.

Studied interior architect & Industrial Design. While studying at the university she joined a workcamp and everthing 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 has a daughter.

Her e-mail = hdenizalp@ashoka.org

Miriam Bektas

She is the incoming officer of Gençtur since october 2004. Since January 2002 she is involved in Turkish volunteer Organisations as TEGV and Gençtur's Workcamps. After 3 camps as a volunteer she became a workcamp leader and led 2 camps in Turkey. Also she is assisting Zafer at the trainings of the first time volunteers and the group leaders. This seminar is her third international meeting since working with Gençtur. Before coming to Turkey and being active in volunteering she took part in many international Exchange Projects especially about drama, music and art Projects as she studied Theater and Dance Pedagogy for children and teenagers she worked in two children and youth theaters in Switzerland as in Turkey. Because of her 4 language knowledges she is