



## **Weltwaerts Asia Pacific Conference 2012**

Manila, Philippines  
November 15 to 18, 2012



## **Content**

<b>1</b>	<b>Acknowledgements.....</b>	<b>3</b>
<b>2</b>	<b>Preface.....</b>	<b>4</b>
<b>3</b>	<b>Objectives.....</b>	<b>5</b>
	<b>3.1. Agenda.....</b>	<b>5</b>
<b>4</b>	<b>Day 1</b>	
	<b>4.1 Knowing Each Other.....</b>	<b>6</b>
	<b>4.2 History of weltwaerts .....</b>	<b>8</b>
	<b>4.3 Evaluation of weltwaerts.....</b>	<b>10</b>
	<b>4.4 The Follow-up.....</b>	<b>12</b>
<b>5</b>	<b>Day 2</b>	
	<b>5.1 Intercultural Learning .....</b>	<b>15</b>
	<b>5.2 Weltwaerts Program Guidelines and Rules.....</b>	<b>16</b>
	<b>5.3 Field Trip: Visit to Gawad Kalinga Enchanted Farm.....</b>	<b>17</b>
<b>6</b>	<b>Day 3</b>	
	<b>6.1 Reverse Program.....</b>	<b>18</b>
	<b>6.2 Open Space Technology.....</b>	<b>18</b>
<b>7</b>	<b>Day 4</b>	
	<b>7.1 Finance.....</b>	<b>25</b>
	<b>7.2 Recommendations/Learning/Action Plan.....</b>	<b>26</b>
	<b>7.3 Conference Evaluation.....</b>	<b>28</b>
<b>8</b>	<b>Abbreviation List.....</b>	<b>30</b>
<b>9</b>	<b>Appendices</b>	

## **Acknowledgements**

We like to thank all participants for their important contributions to a vivid and fruitful conference. Participants from the Philippines, Malaysia, Indonesia, Laos, Cambodia, Vietnam, Thailand, Belgium and Germany made the first Weltwärts Regional Partner Conference a success.

We also like to thank the Federal Ministry for Economic Cooperation and Development (BMZ) who initiate the Weltwärts Conference and made it possible.

We hope that this first Asia Pacific- weltwärts Partner Conference marks the beginning of a lively cooperation, exchange of ideas and experiences and an improvement of networking within sending and hosting organizations in the region.

Thank you again for your participation!

The organizing Team of AFS in the Philippines and Germany

## Preface

This is the first time the Weltwaerts conference was organized in such a way where all participating organizations are regionally gathered. Conferences used to be organized by each individual organization separately. This event brought much opportunity for all stakeholders (BMZ, Weltwaerts Secretariat, participating organizations both sending and hosting) to come and work together, exchange ideas and experiences and discover opportunity to create synergy and work together.

This Weltwaerts Asia Pacific Regional Conference was held in Manila, The Philippines and was attended by 59 staff and volunteers from 38 organizations from 8 countries. Here is the list of the participating organizations and conference delegates:

(See Appendix 1: List of participants)

## Objectives

The key objective of this event was to provide space and occasion where participating organizations (both sending organization from Germany and hosting organizations in Asia Pacific) could share experiences and work together to define the ways to improve the program based on the analysis result of the earlier program evaluation. Conference participants also had the opportunity to learn the newly developed Reverse Program.

The key goal of the conference was to ensure participating members from different organizations had their own first draft of action plan to execute when they get back and BMZ and Weltwaerts Secretariat have ample amount of the information gathered from the conference in order to improve the quality of the program and to fine-tune how the pilot of the Reverse Program will be launched.

## Agenda

Following is the agenda and key topics covered during the conference:  
(see Appendix 2: Agenda)

Evening of November 14 <sup>th</sup> , 2012	Welcome Dinner
Day 1 November 15 <sup>th</sup> , 2012	Welcome
	Knowing Each Other and Goals Setting
	Weltwaerts History
	Evaluation Analysis and Follow ups
Day 2 November 16 <sup>th</sup> , 2012	Intercultural Learning (ICL)
	Excursion / Networking / CPO Visit
Day 3 November 17 <sup>th</sup> , 2012	Reverse Program: Possible Sending Program to Germany
	Open Space Technology Session I
	Open Space Technology Session II
	Open Space Technology Session III
Day 4 November 18 <sup>th</sup> , 2012	Weltwaerts Program Financial Framework
	Next Steps and Personal Action Plan
	Debrief, Evaluation and Closing

## Knowing Each Other

Since this is the first conference where all Weltwaerts participating organizations are present in one big regional event. There was considerable of time dedicated to getting to know each organization both on the German sending side and on the hosting side from 8 countries.

Space was also provided for each organization to post information and presentations of their organization where delegates could review and ask questions and provide answers.(Appendix 3: Presentations of participating organizations)



There were 2 representatives from Weltwaerts Secretariat; Ann Katrin Winkelkotte and Lisa Boettcher present at the conference and gave opening remarks together with valuable information. Meeting delegates also had a chance to ask questions and exchange ideas.

Besides knowing each other, delegates also had a chance to share their outcome expectations, goals and fears of this conference. Three questions were asked. Replies were shared and elaborated in this session. Here are the questions and replies from the delegates:

#### **Question 1 What I want to give and share in this conference**

##### Replies:

- The culture of my country
- Experiences, information and problems we are having
- Feel of the students in our school when they meet the volunteers
- Experience of receiving volunteers and how to handle / implement activity with volunteers
- Benefit of hosting volunteers
- Sharing programs and its detail from sending organization perspective
- Experience sharing
- Knowledge sharing
- Feeling impact, culture shock, ICL<sup>1</sup>
- Discussing challenges related to support
- Discussing new ideas
- Learning and sharing ICL
- How to support vulnerable groups, people with disability
- To give and share experiences and knowledge
- The powerful effort of dynamic, synergy, diversify as pooling for the working with volunteers
- Follow up of volunteers after the program.

#### **Question 2 What I want to bring home with me after the conference**

##### Replies:

- Better knowledge of the program
- Best practices
- New ideas
- Networking
- More information on how WW approves the CPO
- Information on the recruitment of volunteers
- Experience around volunteer service
- Friendships
- Inspiration
- How to effectively host volunteers and make mutual benefits

---

<sup>1</sup> ICL is Intercultural Learning.

### Question 3 What do I not want to happen during the conference

#### Replies:

- Being bored
- Confusion
- Culture differences
- Miscommunication
- Being left out from the group
- Logistic issues
- Not listening
- Not being listened
- No new knowledge gained
- Not participating
- Misunderstanding
- Stressful
- Time constraint
- Having an end without connections, learning, wisdom and friendships
- Some people speak all the time while some do not speak up

### History

Speakers: Ann Katrin Winkelkotte/Lisa Boettcher



Anna and Lisa opened the session by discussing how the program started through sharing two major concerns that were observed by general community of Germany amongst their youth: (1) Young individuals were seen to be very interested in being involved in community services to help developing countries; and (2) Young individuals would like to spend their gap year through a serviceable manner but had limited opportunities to do so.

(Appendix: Presentations of BMZ)

It was also mentioned that the program follows three dimensions as follows:

#### The Volunteers

- To obtain qualifications for personal development
- To gain an insight into vocational field of international cooperation
- To gain understanding of global contexts

#### The partner countries

- To allow volunteers to help participating countries/organization in their daily operation.

#### German Society

- Civil society players In Germany
- Former volunteers

In furtherance, the representatives from the Weltwaerts Secretariat discussed the specifics of the program as well as the functions of the BMZ, the Weltwaerts Secretariat and the partner organizations.

The session was followed by an open forum.

Q: Visa requirements.

A: German gov't can't interfere with country's policy. It was suggested that organizations discuss it with sending organization.

Q: How many organizations and / or volunteers are involved in the Weltwaerts program? Are there any networking groups for alumni or former Weltwaerts volunteers?

A: There are about 3,500 volunteers every year. There are social networking sites but it might also help if organizations can come up with their own.

Q: What are the guidelines and specifications of the program? How organizations are being prioritized?

A: It was noted that the program prioritizes those organizations that are working for the less privileged.

Q: What is the English equivalent of the word "Weltwaerts"?

A: "towards the world"

The session was supported by a group activity in which participants are to prepare a one-minute elevator speech and shared through a flip-chart presentation answering the following guide questions:

Group 1: Why does the program exist?

Group 2: How long does the program exist and tell more about its history?

Group 3. Who are the stakeholders on sending side and what is their role?

Group 4: What are the stakeholders on the hosting side and what is their role?

Group 5: What type of projects are volunteers involved in and in what countries?

A prize was given each to the group with the best speech and with the most creative flip chart.



Some presentation clips of the Elevator Speech can be found here:

<https://www.dropbox.com/sh/lqr4c7bi2rdnnyk/LFwPQRwwkh/Elevator%20Speech>



## Evaluation

The overall result of the evaluation done with Weltwaerts volunteers has been very positive and the report has also been shared with the German Officials.

Presentation of the Evaluation can be found in Appendix 4: Presentations of BMZ

Following is the list of points derived from the keynote presentation and shared information from conference delegates on variety of aspects (pluses and minuses) surrounding the past Weltwaerts programs:

- *Volunteers' performance assessment according to partner organizations*
  - Volunteers show commitment and social obligation
  - Volunteers contribute in the implementation of programs in their assigned partner organizations and in assisting regular staff in various tasks
  - Deficiencies/Challenges:
    - Select volunteers perform poorly due to lack of preparation (i.e orientation on the purpose, rules and procedures of ww program, living in a different country)
    - Intercultural misunderstandings
    - Additional need for special technical knowledge
  - *Recommendation:*
    - Sending organizations will need to evaluate specific needs of the partner organization (i.e technical skills of volunteers)
  
- *Assessment of Weltwaerts program implementation*
  - Advantages:
    - Sincere Commitment
    - Program duration (11 months) as opposed to short term program
    - Financial support
    - Possibility of taking several volunteers
  - Disadvantages/Challenges;
    - Difficulties on accomplishing/acquiring visa requirements
    - Various reports that are to be submitted throughout the program duration
    - Program funding
  
- *Volunteers' assessment on their assignment*
  - Partner Organization Placement
    - 1/3 of volunteers rate the places of assignment as unsuitable for participants
    - Orientations are lacking information
  - Mentoring
    - Most volunteers do not receive technical instructions while at project site
    - Mentors are often very busy with their own assigned tasks resulting for their inability to attend to volunteers
    - Mentors' performance assessment are often negative
  - Program Participation and Information

- Partner organizations would like to be more involved in selecting volunteers to assure accurate placement/job assignment.
- Partner sending organizations would like to ask for more detailed information on job assignments.
- *Changes made by Weltwaerts within the partner organizations*
  - Staff
    - Intercultural skills and awareness of global interrelations
    - Informal knowledge transfer and reflection on existing practices
    - Improved funding but encumbrances customer support costs
    - Improved reputation
    - Expanded networks with other organisations
    - Assistance tool not publicized enough, but rated positively
  - *Cooperation among partner countries*
    - Program viewed positively by some national players
    - In general there is no active support for the program by governments
    - Stronger focus on development required
    - Hardly any negative effects (e.g. displacement of local workers)

### The Follow-up

2011-September 2012 evaluation report is made available to all partner organizations. (Appendix 4: Presentation of BMZ)

- *Suggestions:*
  - The evaluation must include a portion for recommendations.
  - Eliminate weak points of the program based on the recommendations and outcomes of evaluation.
  - 90 persons in seven working groups develop proposals
- *Management Structure/ Quality*
  - Recommendations:
    - Relationship between NGOs and the Ministry should be strengthened
    - New management structure: a steering committee plus assigned working groups that will involve BMZ, ww secretariat, sending organizations, former volunteers
- *Target Group Volunteers*
  - Recommendation

- An overall plan should be developed for the program to reach other target groups.

The session was followed by an open forum.

Question:

Participant clarified if trainings mentioned in the evaluation are meant for mentors.

Answer:

There are groups that are requesting and applied for money for mentors to join different trainings in Germany.

Comment:

Participant expressed the presentation gave excitement to organizations but noted that there is a need for improvement in the process by continuing measures in the light of the volunteers perspective or volunteerism.

Question:

After the presentation, what are the areas that can be improved?

Answer:

ICL/Volunteer Preparation/Mentoring /Suitability of placements/Timely program implementation/Involvement of partner organizations in the selection process.

There are some potential improvement areas which were brought up for brainstorm and discussion to identify way to overcome the identified challenges. The 6 topics are:

- Lack of volunteer preparation
- Intercultural misunderstanding
- Program related issues:
  - o Visa difficulty
  - o Reporting duty and procedures
  - o Program funding
- Place of the assignment not suitable for volunteers (not systematically integrated to work)
- Mentoring problems
  - o Mentor's availability
  - o Receiving no technical instructions at assignment site
- Partner organizations not involved enough in selection process

Following is the list of the suggestions from conference delegates in order to address the identified challenges. (top votes from conference delegates, full detail of suggestion can be found in this presentation (see Appendix 5: Suggestions)

TOPICS	TOTAL VOTES
TOPIC 1: Volunteers come up with specific projects related to their goals and expectations. Hosting organization should be prepared to support it and Weltwaerts is encouraged to provide financial support	20
TOPIC 2: Training for mentors	22
TOPIC 3: Preparation for intercultural differences by hosting/sending partners	19
TOPIC 4: Specify the needs of partner organizations in terms of type of volunteers' "expertise" expected	17
TOPIC 5: Community Service Program Organizations (CPOs) flexibility to adjust to the volunteer and discuss the framework	13
TOPIC 6: Special arrangement with different countries especially around "diplomatic issues"	8

Day 2

## Intercultural Learning (ICL)

Some key elements around Intercultural Learning has been shared with conference delegates

Definition of Culture

Learned and shared patterns of beliefs, behaviours, and values of groups of interacting culture

Three Layers of culture

1. Artifacts and products
2. Norms and values
3. Basic Assumption

Generalizations and Stereotypes

- Stereotypes: abstract cultural generalizations apply to every single individual in the culture
- Generalizations: Nearly all possible beliefs are represented in all cultures

Cultural self-awareness- “do you know what your culture is? How you react?”

4 key cultural dimensions were shared with the conference delegates

- Power distance
- Individualism / Collectivism
- High and low context
- Rules/task and relationship

Presentation Intercultural Learning in Appendix 6.

Three Authors and their various concepts about Culture

### **Edward T. Hall**

#### **High Context versus Low Context**

##### High Context

Contextual factors (relationship, hierarchy, location, setting) carry the most meaning, not the actual spoken words; accurate “reading” (sensing) of “real” meaning; Implicit messages, environmental cues, nonverbal cues, intermediaries, figurative language (metaphor)

##### Low Context

Words are of greatest importance and contain in the real meaning: WYHIWYG; Precise understanding of content; explicit detail, written draft agreements; literal language; contracts; typical in more individualistic cultures

[A video clip from “The West Wing” depicting the concept of High and low context was shared to the body]

### **Fons Trompenaars**

#### **Rule/task oriented versus relationship oriented**

### **Geert Hofstede**

#### **Low Power Distance vs. High Power Distance**

#### **Collectivism vs Individualism**

The session was supported by a group activity in which participants were given support cases to discuss, analyze and resolve.

The group activity was concluded through group presentation wherein participants shared solutions to their assigned support cases using intercultural concepts.

---

### **Weltwaerts Program Guidelines and Rules**

Michael Bogatzki from AFS Germany shared some guidelines information on the volunteer profile.

#### *Volunteer profile:*

- German citizen between 18-28 years of age
- Men and women
- Finished HS or vocational training
- Openness, eager to learn, team player
- Be active before, during and after the assignment

See presentation Program rules in Appendix 8.

The Guideline for the development Weltwaerts volunteers service in Appendix 9.

The presentation was accompanied by a lively exchange on the different cultural concepts of volunteering and working in an NGO. To clarify rights and duties of the German Volunteers and compare their understanding with the understanding of the placement organizations helped to gain a more common understanding of the volunteers role in a NGO.

### **Field Trip: Visit to GK Enchanted Farm**

The GK Enchanted Farm is focused on sustainable community development following three different concepts:

- (1) Establishment of a Village University which offers social entrepreneurship opportunities to the residents as well as volunteers
- (2) Silicon Valley landscape that will provide supportive business ecosystem for social entrepreneurs to help launch Filipino brands
- (3) Disneyland theme which will allow local and foreign visitors to witness first-hand how organizations like Gawad Kalinga respond to social problems, helping the dream of many marginalized communities become a reality.

During the community visit, participants were able to meet with both local and foreign volunteers to discuss the paradigm being followed by Gawad Kalinga in its various projects related to poverty

Weltwaerts conference newsletter: Appendix 8

Day 3

## Reverse Program

The session started with the introduction of the possibility to implement Reverse Program to Germany. This will allow partner organizations to also send their participants to Germany for a similar community service experience.

See presentation on Reverse Program in Appendix 11

Participants were divided into groups to discuss probable rules and procedures in the implementation of the Reverse Program using the SWOT Analysis framework. Through a flip-chart presentation, the various proposals from the groups were discussed. Facilitators including the representatives from the Weltwaerts Sekretariat and Michael Bogatzki gave their comments and suggestions.

Participants were very interested in the Reverse Program. Due to heterogeneity of the group the possibilities to be involved in the Reverse Program are very different.

Questions concerning conditions:

- Funding of the program
- Age limit of volunteers should be higher, because older ones in Asia do have more time to go abroad and they are more mature.
- Requirement of language skills: English/German
- Possible projects
- Accommodation (funding)
- Visa issues
- Sending and hosting organizations that are already cooperating shall just do the reverse, same conditions for selection, seminars, support.

## Open Space Technology<sup>2</sup>

### **A. Discuss the Framework**

**Presenter: Annie Yap [AFS Malaysia]**

1. Sending Organization + Volunteer + Partner Organization should have a round table discussion that may take place in the second week.

Possible Topics:

- Leveling of expectations
- Personal time

---

<sup>2</sup> Notes were taken from the flipcharts in OST discussion rooms.

- Tacking off on vacation without informing (What's the definition?)
- Planning of the vacation ahead (AFS Thai allows vacation at the end of the program)
- Language training

#### Orientation /Activities by the Partner Organization /Hosting Organization

- Arrival – hygiene, health, “boy-girl” relationships
  - Delayed/Post Arrival
  - Mid-Stay – ICL (repeat) and counseling
  - End of Stay
2. Partner organization and mentor must come up with program work/ outline quarterly
  3. By end of the third month/ each quarter a scheduled evaluation by mentor
  4. Assess volunteers achievements and follow ups
  5. Check on adjustment /adaptation
    - Touch on claims (medical, etc.)
  6. Re-evaluate cycle in another quarter until the end of the program
  7. If in need to change partner organization or another department, this must be acted as soon as possible. Reasons for transferring must be justified.
  8. Receive feedback from volunteers
  9. Introduce local (very short) enrichment courses/ programs to them
    - e.g. in THA- traditional massage course
    - in MAS- festival celebrations
  10. Sending organizations to draw up a full work schedule/ framework so that there will be no arguments

### ***B. Preparation of Volunteers and Best Practices***

***Presenters: Eric Zulkarnaen [IIBC] and Ilka Schmidt [AFS Germany]***

#### **Sending Organization**

1. Manual:
  - Country
  - Program (Weltwaerts rules)
  - Manual for insurance, emergency contact, finance information
 Recommendation: visual information in the manual; include accommodation and project details
2. Technics
  - Personal letter from former volunteer to the new volunteer
  - Put the address of the personal blog from the former volunteer
3. Materials (seminar, arrival orientation, etc.)
  - Intercultural Learning (ICL)

### **Hosting Organization**

1. Practical procedure
2. Custom
3. Intercultural Learning (ICL)
4. Language
5. Code of Conduct
6. City orientation
7. Contract between volunteers and partner organizations
8. Update information in the projects
9. Mentor-→ personal connection

### **Specific Needs of the Hosting Organization**

1. Sensitivity (Culture, tradition, values, beliefs)
2. Mutual Respect
3. Dutifully and legally observe MOA
4. Waiver for defiant volunteers
5. Flexibility and creativity
6. Clear profile of volunteer's interests and skills

### **Training for the mentors**

1. Intercultural Learning (ICL)
2. Totally responsible for the placement of assignment
3. Do regular evaluation/ assessment
4. No direct work involvement
5. Often in contact with the volunteers
6. Weltwärts: On training mentors
  - To come up a manual for mentors
  - Create/formulate actual trainings (Germany) for every mentors in the country

### ***C. Developmental profile of program/ partner Presenter: Michael Bogatzki [AFS Germany]***

Personnel (volunteers/ other stakeholders)

- Change of mind
- Change of public opinion

Community based

- Addressing actual needs
- Sustainability
- Multi-factor development
- Development profile is defined by projects/ community partner organizations and not by sending organization

What is the right kind of project?

- It depends a lot on overall circumstances and context—this would need explanation. Information may be used then for approval and for the website

- Living conditions are important, participants should be able to adapt
- Safety is important

#### **D. Network and Partnership**

##### **International network**

- \*CCIVS – [www.ccivs.org](http://www.ccivs.org)
- \*NVDA
- \*Alliance – [www.alliance-network.org](http://www.alliance-network.org)
- \*AFS— [www.afs.org](http://www.afs.org)
- \*MAZ
- \*ICYE— [www.icye.org](http://www.icye.org)
- \*CWI—co-workers international
- \*ACT Alliance

##### **Network Cooperation ?**

Possibilities

1. Orientation camps
2. Trainers pool
3. VISA issues
4. Materials/ resource sharing

##### **Propose to BMZ**

- Directory of volunteers and hosting organizations in each country to ensure further cooperation
- Plans: to make an FB page/ group- int'l/ regional/ national  
\*to have additional scheduled meetings

#### **E. Inclusive volunteering**

**Presenter: Rebecca Daniel**

**[Disability and Development Cooperation ]**

- Aim of Weltwarts is to address a diverse group of volunteers (any social, educational or geographical background)
- What does inclusion and disability mean (according to the UN Convention on the human rights of persons with disability e.g.)?
- How to make Weltwaerts inclusive for diverse target groups? ( e.g persons with migration background, disability, closed vocational background etc.)
- Introduction of pilot project of Bezeu (inclusion of volunteers with disability)
- Possibilities of networking towards inclusion within Weltwaerts (workshop in India, report to sending organization)
- Presentation of volunteers with disability (video of Marlene)
- Question and answer session on e.g.
  - Requirements concerning volunteer with disability are the same( goal matching between project and volunteer)

- Participation of all interested Sending Organization and different fields of work/ project (sports, environmental protection)
- Involvement of local Disabled Peoples Organizations and organizations that work with Persons with disability (knowledge and resources)
- Inclusion and Reaction in community abroad regarding the disability
- Preparation ( additional efforts, chances...)
- Barriers (in Germany and abroad) : target is to remove barriers in the head and create “barrier-arm” surroundings

## **Involving hosting organization in selection process**

- The Selection camp is attended by former volunteer
- Interview, games/cultural- country and CPO specific
- Specific/ more information about the CPO
- Volunteer committee to do the selection
- Small sending organization have limited access for CPO
- Skype interview
- BMZ provide extra budget for hosting organization to attend selection
- Some hosting organizations have the direct access to participants- vice versa
- Hosting organizations listed out the special needs/skills requirement to sending organizations
- Time frame during selection process for hosting organizations to ask questions and clarifications before final decision

## ***F. Practical Problems Encountered by Volunteers , Support Cases and How to Solve***

### **Participants with Mental Disorders**

- Full support from host organizations
- Before a participant is accepted, he/she should undergo a psychological test
- If they get accepted, CPO should talk to them. They may be also convinced to get professional help
- Possibility to take them home is they are very hard to manage

### **Volunteers leave without permission**

- Passport must be with the office, copy for volunteers or may be vice versa
- Organization ID

### **Drugs/ Alcohol**

- Inform the volunteers about the penalty/ depending on country (death penalty) with video
- Rules must be strict and must be implemented
- There is an option to send them home

### **Ritual/ traditional beliefs (isolated cases)**

- Host families should be open
- Interview families about the topic first/ orientation
- Inform volunteers of specific requirements when dealing with religion

-This must not necessarily be the same religion but just to push for openness

### **Cultural conflict**

- Intercultural Learning (ICL)
- Counseling
- Being strict

### **Driving**

- BMZ has no insurance if accident happens
- Rules must be in place
- There must be an agreement

### **Workload**

- Documentation must be transparent

### **Relationships (romantic and sexual)**

- There must be a real case study
- Strict rules must be implemented and enforced

## ***G. How to evaluate volunteers' contribution after they're done***

### **Sending Organization**

- Specific templates for communication and activities done
- Expectations
- Mid-term evaluations
- Recommendations
- Prepare for the feedback from personal evaluation (reflective and comparative)

### **Hosting Organization**

- Specific templates for communication and activities done
- Meeting to show what was achieved and make report
- Complaints must be explained to CPO, HO to improve CPO, HO post program

Day 4

### Finance

Representative from Weltwaerts Secretariat shared information on the financial arrangement and possibility for future financial grants. Following topics were included in the presentation:

- The involved stakeholders
- 3 (4) lines of finance
- Eligible topics for financial assistance
- Criteria used to evaluate the proposals

See presentation weltwaerts finances in Appendix 9.

Conference delegates then participated in the simulation exercise to draft up the project proposal for financial aids using the framework and information provided earlier.

## Recommendations / Learning / Action Plan



### ***What did I Learn?***

- ✓ Everybody has something to share
- ✓ There are so many experiences that I can get
- ✓ Great experience
- ✓ To be more committed
- ✓ What ww is all about and how to improve what we currently have in the program
- ✓ ICL, Networking and many more
- ✓ God is favouring the works of your open hands
- ✓ High commitment to volunteers by partner organizations
- ✓ Working together is very important
- ✓ Deeper understanding on ICL
- ✓ How to improve my work in Hosting organization
- ✓ How to organize such regional conference
- ✓ Learned more what ww is all about
- ✓ There are other CPOs/POs working on the program
- ✓ Learning from the experiences of other partners
- ✓ What the reverse program is about
- ✓ Logistics of the conference
- ✓ Relationships are important
- ✓ A group may be called as a group when it has a common goal/interest
- ✓ Clearer picture of the whole ww program and roles/authority of hosting organization

- ✓ How to run the conference as successful as this
- ✓ New way of facilitation (strategy)
- ✓ Connecting intercultural challenges with a theory
- ✓ How volunteering work can be beneficial to partner organization
- ✓ Personal learning on ICL and support
- ✓ A lot of culture from different participants through conversations during the 4-day conference
- ✓ ICL is a very important point for real partnership
- ✓ We must think how to move about including different groups of volunteers
- ✓ New information, experiences how to solve a problem
- ✓ Met new friends/network
- ✓ Action plan
- ✓ How to conduct evaluation (Pre-during-post)
- ✓ Diversity of partners
- ✓ That different organizations do things a little differently but all are with the same spirit and motivation for the ww program
- ✓ Great spirit
- ✓ The conference has taught me how to enhance our working partnership with the volunteers and see what we do together
- ✓ How to be happy
- ✓ New aspects about work of POs
- ✓ Future ww development
- ✓ Clear guidelines and rules both for SOs and POs
- ✓ New knowledge and how to improve our organization
- ✓ Clear information of the ww program in general
- ✓ It was a high time to organize such conference

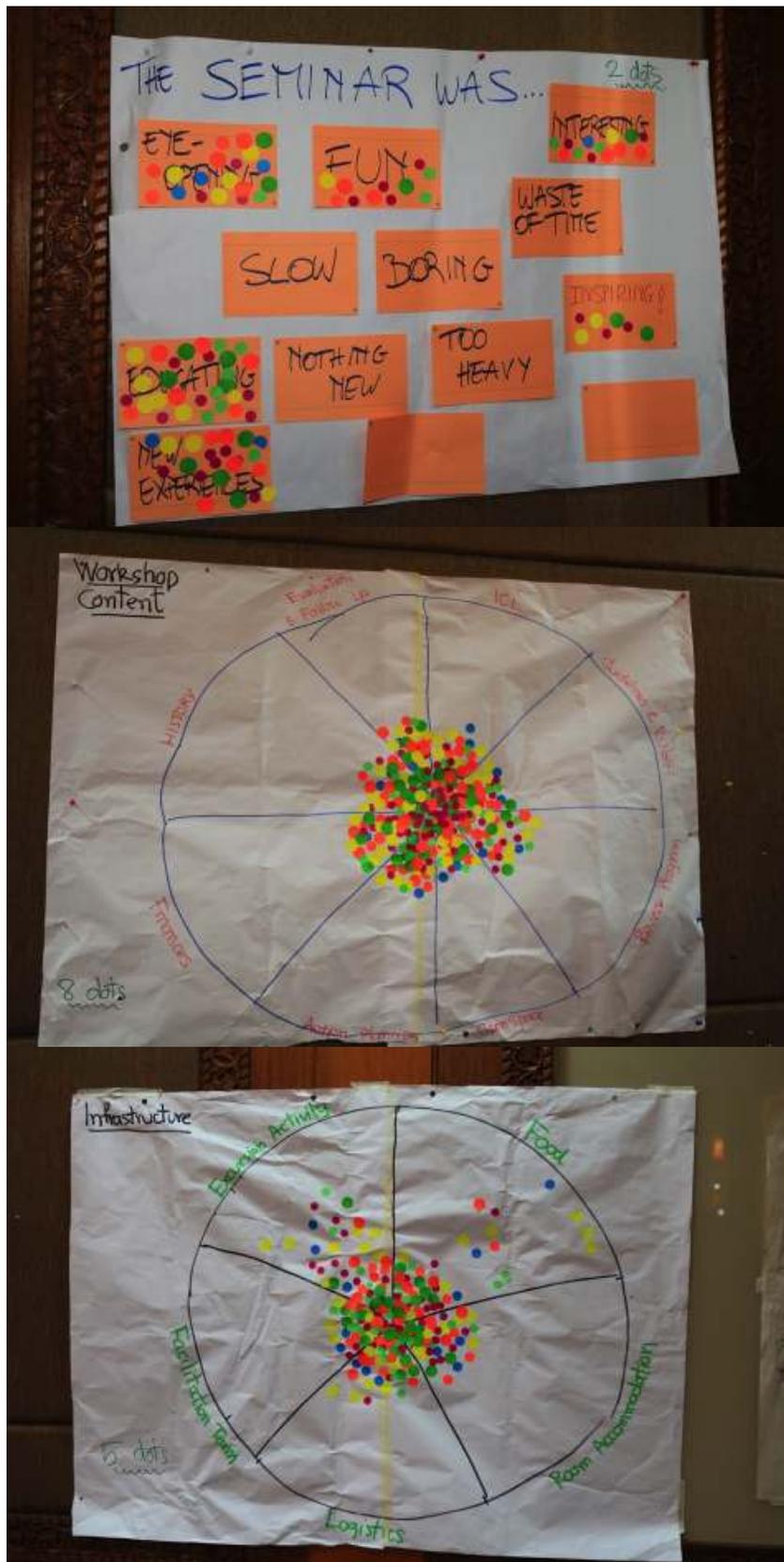
Conference delegates recorded their personal action plan to be taken back to their countries and further review for future execution.

(Appendix 10: Template of Action plan)

## Conference Evaluation

The evaluation was done in different ways: See below the “graphical evaluation” that was done by the group members on site as part of the last workshop session.





Each group member was also asked to fill in the general questionnaire that was handed out to them at the end of the event. For the results see Appendix 11: Evaluation questionnaire.

## **Abbreviation List**

BMZ: German Federal Ministry for Economic Cooperation and Development

CPO/PO: Community Project Organizations

HO: Hosting Organization

ICL: Intercultural Learning

MAS: Malaysia

SO: Sending Organization

SWOT Analysis: Analysis of Strengths, Weaknesses, Opportunities and Threats

THA: Thailand

Vol: Volunteer

WW: Weltwaerts

**Appendices:**

1. List of participants
2. Agenda
3. Presentations of participating organizations
4. Presentations of BMZ
5. Suggestions
6. Presentation Intercultural learning
7. Presentation Program Rules
8. Weltwaerts-Partner conference Newsletter
9. Presentation weltwaerts-finances
10. Template Action plans
11. Evaluation Questionnaire

ORGANIZATION	COUNTRY	NAME
AFS International	USA	Bert Vercamer
AFS International	Thailand	Monwong Bhadaravit
AFS Germany	Germany	Michael Bogatzki
AFS Germany	Germany	Ilka Schmidt
We Spark Action	Philippines	Rhenelyn Queen Palma Dadulo
UCCP	Philippines	Bueno, Junwel Sanches
Vifi e.V	Vietnam	Nga, Nguyen
ijgd - Internationale Jugendgemeinschaft	Germany	Widuch Wibke
Diocese of Limburg	Germany	Ziegler, Michael
AFS Philippines	Philippines	Eduave, Elizabeth
Chit Aree Welfare School	Thailand	Pigulnee, Narumon
Chit Aree Welfare School	Thailand	Na Lampang, Chanphen
Vietnam and Friends	Vietnam	Dang, The Lam
Life with Dignity	Cambodia	Vuthy, Chhuon
International Volunteers for Social Development Association	Thailand	Chalieobun, Chompunut
Lao Youth Union	Laos	Alounxai, Sounnalath
AFS Malaysia	Malaysia	Yap, Annie
AFS Indonesia	Laos	Salmons, Rika
Vereinigung Junger Freiwilliger	Germany	Koecher, Andrea
Disability and Development Cooperation	Cambodia	Daniel, Rebecca
IIWC (Indonesia International Work Camp)	Indonesia	Pramudya, Benedictus Ariestian Danang
IIWC (Indonesia International Work Camp)	Indonesia	Zulkarnaen, Mohammad
Partnership-Diocese of Alaminos	Philippines	Lapara, Carolina Samante
Salvatorian Pastoral Care for Children	Philippines	Holdiem, Eloisa Adamos
Dejavato Foundation	Indonesia	Ekawati, Dian Wahyu
Dejavato Foundation	Indonesia	Puspitasari, Reni
Disabled Peoples' International Asia Pacific	Thailand	Buranasilpin, Worapan
Disabled Peoples' International Asia Pacific	Thailand	Thongkuay, Saowalak
AFS Thailand	Thailand	Burapavichit, Siriluck
AFS Thailand	Thailand	Bangwan, Nantaporn

AFS Thailand	Thailand	Chancharoen, Kliowpun
AFS Thailand	Thailand	Maijala, Sopit
Vietnam and Friends	Vietnam	Nguyen, Thi Tham
Fortuna Zentrum	Indonesia	Isnaeni
Volunteers for Peace Vietnam	Vietnam	Le Vo Thuy Duong
Preda Foundation	Philippines	Daet, Shiela Marie
Bahay Pag-Asa	Philippines	Lazarito, Jennysan, Hijastro
Preda Foundation	Philippines	Baldo, Fedalyn Marie
Volunteer for Peace Vietnam	Vietnam	Nguyen, Thanh Mai
Töchter der Hl. Herzen Jesu und Mariä	Indonesia	Silalahi Cornelia (Schw.)
Töchter der Hl. Herzen Jesu und Mariä	Indonesia	Hasugian Dionisia (Schw.)
VIDES	Philippines	Villaviray, Ma. Riza, Landagan
Vietnam and Friends	Vietnam	Quynh Hoa, Bui Thi
Institute for Negros Development (IND)	Philippines	Denosta, Michael Steven, Capitan
Holy Trinity	Philippines	Marcelino, Tayamen
AFS MAS	Malaysia	Alias, Darmarisyanto
Volunteer Development Children's Association	Cambodia	Mien Tonh
Youth International Cooperation Development Center	Vietnam	Tran Hieu Trung
Vietnam Youth Union	Vietnam	Nguyen Thi Hong, Lieu
Vietnam Youth Union	Vietnam	Bui Thi, Phuong
Chit Aree Welfare School	Thailand	Na Lampang, Chanphen
We Spark Action	Philippines	Rios, Vis Pagudon
Jabez Christian School	Philippines	Espago, Villy
Philippine National Volunteer Service Coordinating Agency (PNVSCA)	Philippines	Bahon, Tess
GIZ	Philippines	Baciertto, Sonia
UCCP	Philippines	Hernandez, Rachel
Development Endeavours for Development Endeavours for Organized Sustainability Foundation (DEOS)	Philippines	Sy Criselda
Chit Aree Welfare School	Thailand	Permsook, Pateeya
Chit Aree Welfare School	Thailand	Na Lampang, Samart
Chit Aree Welfare School	Thailand	Tipwichai, Panida
AFS Philippines	Philippines	Guerra, Rahiema
AFS Philippines	Philippines	Maba, Nur

ww Conference Secretariat	Philippines	Ayob, Armieyah
ww Conference Secretariat	Philippines	Duenas, Mark
ww Conference Secretariat	Philippines	Duremdez, Aurora
ww Conference Secretariat	Philippines	Sultan, Norhaine

	Wed. Nov 14th	Thursday Nov 15th	Friday Nov 16 <sup>th</sup>	Saturday Nov 17 <sup>th</sup>	Sunday Nov 18 <sup>th</sup>
Morning (9:00....)	Arrival of participants	<p>- <b>Welcome</b> by AFS PHI, BMZ-Representatives - <b>Agenda, objectives, logistics</b> - <b>Introduction</b></p> <p><b>Preparation:</b> presentation on your organization (see template).</p>	<p>- <b>Pedagogical Support of weltwärts volunteers:</b> Get to know your weltwärts-volunteers</p> <p><b>Preparation:</b> Think about intercultural challenges and positive experiences you had with the weltwärts-volunteers.</p>	<p><b>Reverse Program: possible Sending Program to Germany</b></p> <p><b>Preparation:</b> Reflect beforehand on the possibility to send your participants to Germany.</p>	<p><b>Finances:</b> How is money spent + financial support for partner organizations</p> <p><b>Preparation:</b> What would you use any support funding for to improve the program?</p>
Coffee break (11:00...)		<p>- <b>The weltwärts-program: History</b></p> <p><b>Preparation:</b> Come with your questions on the weltwärts program. Reflection: What is this program actually and why is it there?</p>	<p>To be continued, also including:</p> <ul style="list-style-type: none"> <li>- <b>Intercultural learning:</b> East-West</li> <li>- <b>Role of mentor</b> within Partner Organisations (Internal and External Mentors)</li> <li>- <b>Program standards and rules</b></li> <li>- <b>Support cases, Best practices</b></li> </ul>	<p><b>Open space</b> for any topic you as participant want to discuss. Topics can include: Quality standards, relationships sending and hosting organizations, etc.</p> <p><b>Preparation:</b> Come with topics that you would like to discuss and that are not covered elsewhere in the agenda.</p>	<p><b>Agreement on next steps and follow up</b></p> <p><b>Preparation:</b> What authority do you have to adapt the way your organization works with the program?</p>
Lunch				When?	
Afternoon (14:00...)		<p><b>Continue: The weltwärts-program: History...</b></p> <p><b>Start: Evaluation, Follow Up Process</b></p> <p><b>Preparation:</b> Come with your experiences and best practices. We want to learn from you.</p>	<p><b>Excursion / Networking</b></p> <p><b>Preparation:</b> Come with your interest in others and be ready to mingle.</p>	Continue <b>Open Space...</b>	<p><b>Debriefing</b> <b>Feedback</b> <b>Recomemdatons</b> <b>Evaluation</b> of Meeting</p> <p>Close 16:00</p>
Coffee break (16:00...)					
		Continue <b>Evaluation, Follow Up Process...</b>	<b>Excursion / Networking</b>	Continue <b>Open Space...</b>	Departure of participants (int pax. Possibly Monday morning)
Evening (19:00 ....)	Welcome Dinner	Dinner / Buffet at venue	Dinner outside	<b>Appreciation Dinner</b> at venue Traditional dress	

A world map with a soft, watercolor-like texture, showing continents in various colors like light green, yellow, orange, and purple. Overlaid on the map are several vertical bars of different colors: a purple bar on the left, a blue bar below it, a green bar on the right, and a yellow bar below it. The text 'TOPICS' is centered over the map in a large, bold, black font.

# TOPICS

**Nov. 17, 2012**

Connecting Lives, Sharing Cultures

# TOPIC 1

## Lack of Volunteer Preparation

SUB-TOPIC	SW	TOTAL VOTES
Sending Country & Organization Info	PO	4
Train & Study Local Language	PO	8
Sending representative(s) from all org. to all org.	ALL	0
Specify/Identify types of volunteer activities	PO	4
Use expertise from former volunteers	ALL	1
Check volunteer's knowledge on CPO & host country during Arrival Camp	PO	1
Connect former volunteers to upcoming volunteers	SO	5
In-depth orientation	-	1

# TOPIC 1

## Lack of Volunteer Preparation

SUB-TOPIC	SW	TOTAL VOTES
Enhancement of mentoring process	CPO	0
Identify the needs of volunteers	SO & PO	0
Giving volunteers sufficient time for observation	-	0
Orientation process	PO	9
<b>Vols come up w/ specific projects related to their goals &amp; expectations vis a vis. Host Org. should be prepared to support it &amp; WW is encouraged to provide financial support</b>	<b>ALL</b>	<b>20</b>
Knowledge of participants on weltwaerts program	VOL	6

# TOPIC 2

## Mentoring Problems

SUB-TOPIC	SW	TOTAL VOTES
Mentor availability	-	0
Receiving no technical instruction at assignment site	-	0
Better ICL on the hosting country, especially for the volunteer(s)	SO/HO	0
Mentors should have in depth knowledge eg. German-Filipino Culture	-	3
Language Barrier	-	0
Discussing expectations together	-	4
More contact tutors in the project sites to give feedback and to share the skills	Partners	1

# TOPIC 2

## Mentoring Problems

SUB-TOPIC	SW	TOTAL VOTES
Have more fun with volunteers	Partners	0
Different persons for technical assistance & monitoring	-	2
Formulate standards / guidelines for mentors (for monitoring / evaluations)	-	3
Manual for mentors	PO	0
<b>Training for mentors</b>	<b>PO</b>	<b>22</b>
Training for trainers	PO	4
Training of mentors to Germany	SO/PO	11
Choosing mentors with experience (maybe from abroad)	PO	1

# TOPIC 2

## Mentoring Problems

SUB-TOPIC	SW	TOTAL VOTES
Put local volunteers in the network of partners in Asia	-	2
Equipping the mentors via pool of experts/ consultants	Ww	0
Organize a network of mentors in the regional level on the base of performance	Ww	9
Action learning from the host org.	CPO Vols	1
Regular meeting month. b/n mentor & vol, mentor & cpo	Mentor	9

# TOPIC 3

## Intercultural Misunderstanding

SUB-TOPIC	SW	TOTAL VOTES
<b>Preparation for intercultural differences by hosting/sending</b>	-	<b>19</b>
Including natives in preparation	Person	6
Documentation of intercultural problems found/encountered by vols.	Vols	17
Volunteer flexibility	CPO Vols	0
Open communication + mutual accommodation	CPO Vols	7
Respect for each other culture	All	0
Certain extent of accommodation	All	0
Involve the former volunteers in the preparation for new participants	SO	1

# TOPIC 3

## Intercultural Misunderstanding

SUB-TOPIC	SW	TOTAL VOTES
Full engagement of the mentor in the program	CPO	1
Regular monitoring	CPO/W W	1
Advantage of living w host families	-	0
Provide country/po info which includes the culture, values, beliefs, systems, expectations	-	5
Cultural exchange	CPO	2
ASK. Always ???	-	4
Communicate in different ways	-	0

# TOPIC 4

## Partner Org Not Involved in Selection

SUB-TOPIC	SW	TOTAL VOTES
Vols write down their wishes, expectations	SO/PO	0
More direct contact w/ vols	Partners	9
<b>Specify the needs of POs in terms of type of vols. "expertise"</b>	-	<b>17</b>
Skype Interview!	-	0
Reference letter from previous employer or school	-	0
Possible visit the selection camp in order to do the interview	PO	4
Sending more applications to project, that they can pick volunteer	-	1

# TOPIC 4

## Partner Org Not Involved in Selection

SUB-TOPIC	SW	TOTAL VOTES
Orientation consultation with and among the receiving and sending organization	All	6
MOA has to be revisited and or modified annually or semi- annually	All	1
The CPO to have “a final decision” say whether to accept or decline the vols. Application	All	0
CPO should have a clear criteria of vol qualifications	SO	2
Giving opportunities for CPOs to choose from several vol applications	CPO ?	11
Involving former vols. In the selection process and give recommendation to partner organization	PO?	1

# TOPIC 5

## Place of Assignment Not Suitable for Vols

SUB-TOPIC	SW	TOTAL VOTES
Close coordination b/n sending & hosting orgs.	-	0
Inform the local person regarding concerns	CPO	0
Have a good contact b/n vol. & mentor	Vol/CPO	0
Profile of receiving org. should be more available to the vols. Inclusive of org. expectations & standards	CPO	0
Profile of Vols. (CVs) including personal goals targets + expectations	Ww/Vols	1
Communication prior to the arrival of vols. With CPO to set a clear expectation	SO	0

# TOPIC 5

## Place of Assignment Not Suitable for Vols

SUB-TOPIC	SW	TOTAL VOTES
There should be an agreed workframe between vols & CPO	CPO? Vol?	11
<b>CPO flexibility to adjust to the vol and discuss the framework</b>	<b>CPO ?</b>	<b>13</b>
Evaluation for participants profile	PO	2
Regular reflection esp. at the end of new vols. Arrival in order to improve the assignments	-	4
“matching” starts with good <u>selection process</u>	-	3

# TOPIC 6

## Program Related Issues

SUB-TOPIC	SW	TOTAL VOTES
Difficulties in finding host families for male vols	-	0
Vols. Having (unacceptable) relationships	-	0
Too demanding work <-> not enough work	-	1
Vols. Unsure of what they really want	-	0
Length of volunteering period & obligation doing one task in the same workplace	-	0
<b>Special arrangement w/ different countries esp. "diplomatic issues"</b>	<b>BMZ</b>	<b>8</b>

# TOPIC 6

## Program Related Issues

SUB-TOPIC	SW	TOTAL VOTES
Quarterly reports by Vols.	Vol BMZ	0
Standard template for vols (regarding reporting duties)	Vols	0
Party for fundraising	Vols?	1
Support from Government in 2 countires	-	5

# SUMMARY

<b>TOPICS</b>	<b>TOTAL VOTES</b>
<b>TOPIC 1: Vols come up w/ specific projects related to their goals &amp; expectations vis a vis. Host Org. should be prepared to support it &amp; WW is encouraged to provide financial support</b>	20
<b>TOPIC 2: Training for mentors</b>	22
<b>TOPIC 3: Preparation for intercultural differences by hosting/sending</b>	19
<b>TOPIC 4: Specify the needs of POs in terms of type of vols. "expertise"</b>	17
<b>TOPIC 5: CPO flexibility to adjust to the vol and discuss the framework</b>	13
<b>TOPIC 6: Special arrangement w/ different countries esp. "diplomatic issues"</b>	8

# Weltwärts Conference

November 16, 2012

Bert Vercamer  
Interculturalist



## Program of the session

- Some definitions
- Some Basic Assumptions on culture
- Real life support cases to practice

Bert Vercamer  
Interculturalist



## Culture and culture

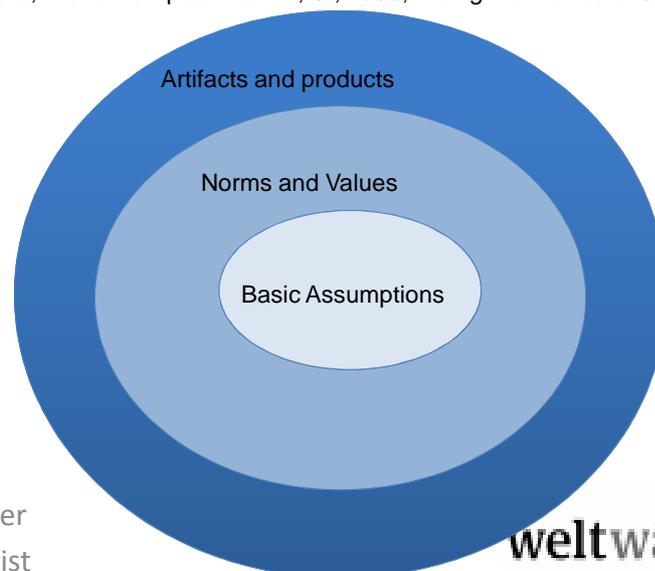
- **Objective** culture: “Culture” = institutions of culture
- **Subjective** culture: “culture” = learned and shared patterns of beliefs, behaviors, and values of groups of interacting people.

Bert Vercamer  
Interculturalist

weltwärts   
Partner Conferences 2012

## 3 layers of culture

Trompenaars, F. and Hampden-Turner, C., 1998, *Riding the Waves of Culture*



Bert Vercamer  
Interculturalist

weltwärts   
Partner Conferences 2012

## Generalizations and Stereotypes

- **Stereotypes:** abstract cultural generalizations apply to **every** single individual in the culture.
- **Generalizations:** *Nearly all possible beliefs are represented in all cultures at all times, but each different culture has a **preference** for some beliefs over others.* The description of this preference, derived from large-group research, is a cultural generalization.

Bert Vercamer  
Interculturalist

weltwärts   
Partner Conferences 2012

## Generalizations and Stereotypes

- Code-shifting
- Deviants
- Cultural self awareness

Bert Vercamer  
Interculturalist

weltwärts   
Partner Conferences 2012

## 3 authors

- Edward T. Hall
- Geert Hofstede
- Fons Trompenaars

Bert Vercamer  
Interculturalist



## Edward T. Hall

- High Context versus Low Context

Bert Vercamer  
Interculturalist



## High Context

- Contextual factors (relationship, hierarchy, location, setting) carry the most meaning, not the actual spoken words.
- Accurate “reading” (sensing) of “real” meaning
- Implicit messages, environmental cues, nonverbal cues, intermediaries, figurative language (metaphor)
- Typical in more community oriented cultures

Bert Vercamer  
Interculturalist

## Low Context

- Words are of greatest importance and contain the real meaning: WYHIWYG
- Precise understanding of content
- Explicit detail, written draft agreements, literal language, contracts
- Typical in more individualistic cultures

weltwärts   
Partner Conferences 2012

## High Context

- The unspoken, non verbal is important
- Indirect and circular communication style
- The burden is on the recipient to intuit meaning.

Bert Vercamer  
Interculturalist

## Low Context

- Actual language is important, nonverbal is less important
- More direct and linear communication style
- The burden is on the sender to make the message clear.

weltwärts   
Partner Conferences 2012

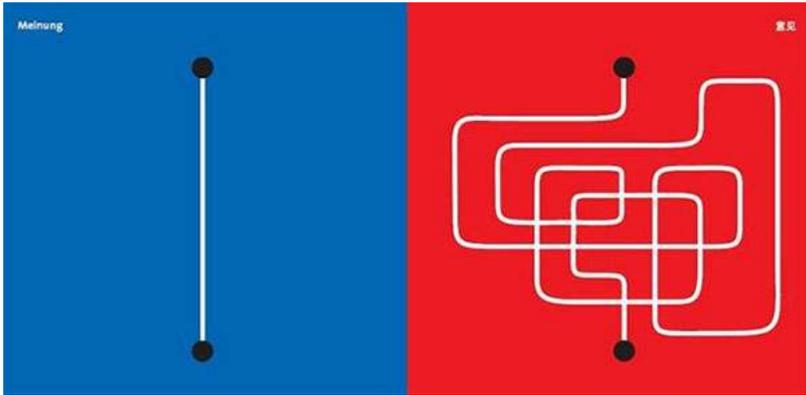
# High or Low Context?

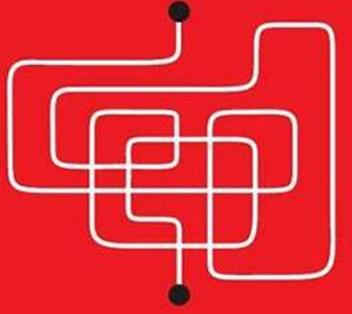


Mystery. German style.

Bert Vercamer  
Interculturalist

weltwärts   
Partner Conferences 2012



Meinung   意見

Bert Vercamer  
Interculturalist

**cimic**   
www.cimic.com/vercamer

## Fons Trompenaars

- Rule/task oriented versus relationship oriented

Bert Vercamer  
Interculturalist



### Rule/task oriented

- Focus is more on rules/task than on relationships
- Legal Contracts are readily drawn up
- A trustworthy person is the one who honors his or her word or contract
- There is only one truth or reality, that which has been agreed on
- A deal is a deal

### Relationship oriented

- Focus is more on relationships than on rules
- Legal contracts are readily modified
- A trustworthy person is the one who honors changing mutualities
- There are several perspectives on reality relative to each participant
- Relationships evolve

Bert Vercamer  
Interculturalist



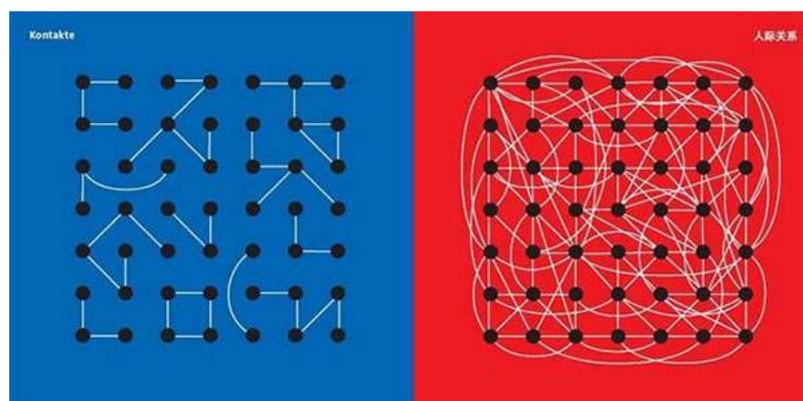
## Rule/task oriented versus relationship oriented

You are a passenger in a car, with your best friend driving. Your friend is driving 50 km/hour in an area where you can only drive 30 km. He hits a pedestrian, who is not severely wounded. Your friend stops the car and the police comes.

The police interviews you: What right does your friend have to expect you to say 30 km/hour?

Bert Vercamer  
Interculturalist

weltwärts   
Partner Conferences 2012



Bert Vercamer  
Interculturalist

cimic | K-M   
www.cimic.com/vercamer

# Geert Hofstede

- Power Distance

Bert Vercamer  
Interculturalist



## Low Power Distance

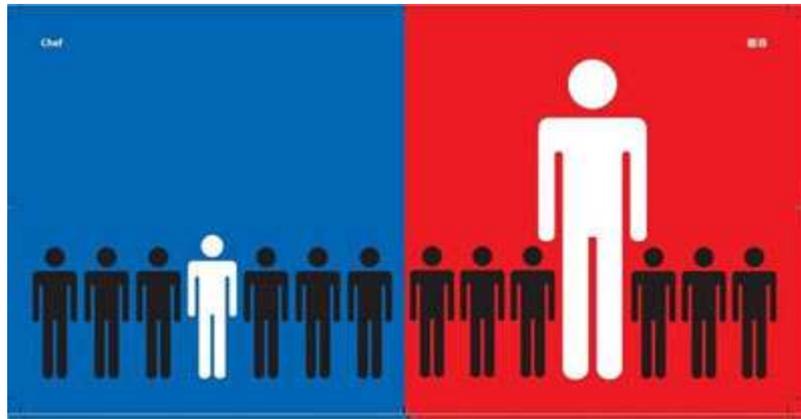
- Low dependence needs
- Inequality minimized
- Hierarchy for convenience
- Superiors Accessible
- All have equal rights
- Change by evolution

## High Power Distance

- High dependence needs
- Inequality accepted
- Hierarchy needed
- Superiors often inaccessible
- Power-holders have privileges
- Change by revolution

Bert Vercamer  
Interculturalist





Bert Vercamer  
Interculturalist

weltwärts   
Partner Conferences 2012



weltwärts

Partner Conferences 2012

BMZ



Federal Ministry  
for Economic Cooperation  
and Development



AFS Interculturelle  
Begegnungen e.V.



Intercultural  
Programs  
Philippines

Weltwärts Partner Conference  
Asia Pacific Region  
Manila, Philippines  
November 14-19, 2012

TYPE TAGLINE HERE

## BMZ Unites 36 Organizations in the Asia Pacific

The German Federal Ministry of Economic Cooperation and Development (BMZ) strengthened collaboration amongst fifty-nine (59) delegates representing thirty-eight (38) organizations and eight (8) countries implementing the Weltwärts program in the Asia Pacific region during the First Regional Weltwärts Partner Conference, conducted by AFS Germany and AFS Philippines on the 15<sup>th</sup>-19<sup>th</sup> of November, 2012, Manila, Philippines

An initiative of the BMZ, the conference was aimed to offer framework for networking and exchanges between various players in the partner countries. Moreover, it served as a venue to discuss possibilities of program

development and quality assessment through revisiting the components, the findings of evaluations shared by participants and partner organizations, and the overall impact of the program in the region.

Truly, the conference has inspired the partner organizations to further fortify their commitment to advance program innovations and services as the highway of Weltwärts participant exchanges throughout the network becomes multilateral.

The event was facilitated by Monwong Bhadaravit and Bert Vercamer of AFS International and Queenie Dadulo of We Spark Action.  
(Turn to Page 2)

IN THIS ISSUE



### Weltwärts Partner Conference-Asia Pacific Region Participants Visit GK- Enchanted Farm

Learn about one the Community Project Organization Partners of the Weltwärts Program, the Gawad Kalinga/ Page 2



### Mr. & Ms. Weltwärts 2012

Weltwärts Partner Conference participants simplify the meaning of brain and beauty during the Mr. & Ms. Weltwärts 2012. /Page 4

## Weltwaerts Partner Conference Participants Visit GK Enchanted Farm

Named after Filipino's beliefs on images of supernatural and magical beings, Baranggay Encanto Bulacan, home for the GK Enchanted Farm, a community development program by Gawad Kalinga was visited by the participants of the Weltwaerts Partner Conference-Asia Pacific Region on the 16<sup>th</sup> of November 2012.

During the community visit, participants were able to meet with both local and foreign volunteers to discuss the paradigm being followed by Gawad Kalinga in its various projects related to poverty reduction through community development, education, environment, social entrepreneurship and values formation.

The GK Enchanted Farm is focused on sustainable community development following three different concepts: (1) Establishment of a Village University which offers social entrepreneurship opportunities to the residents as well as volunteers; (2) Silicon Valley landscape that will



*Alounxai Sounalath of Lao Youth Union discusses entrepreneurial opportunities in the site.*

provide supportive business ecosystem for social entrepreneurs to help launch Filipino brands; and (3) Disneyland theme which will allow local and foreign visitors to witness first-hand how organizations like Gawad Kalinga respond to social problems, helping the dream of many marginalized communities become a reality.

Gawad Kalinga, founded by Antonio Melote an alumnus of AFS, is a partner Community Project Organization (CPO) of AFS

Intercultural Programs-Philippines in the implementation of Weltwaerts Program since 2009. The GK Enchanted Farm is one of the organization's several other project sites operating in the country.

### ADDITIONAL INFORMATION

Learn more about Gawad Kalinga Enchanted Farm through visiting their website at:

<http://www.gk1world.com/>



### List of Organizations

1. AFS International
2. AFS Germany (Interkulturelle Begegnungen e.V)
3. AFS Indonesia (Bina Antarabudaya)
4. AFS Malaysia (Antarabudaya Malaysia)
5. AFS Philippines
6. AFS Thailand
7. Chit Aree Welfare School
8. Dejavato Foundation
9. Development Endeavours for Organized Sustainability Foundation, Inc
10. Diocese of Limburg
11. Disability and Development Cooperation
12. Disabled Peoples' International Asia Pacific
13. Fortuna Zentrum
14. Holy Trinity College-Community Service Extension
15. IIWC (Indonesia International Work Camp)
16. ijgd - Internationale Jugendgemeinschaft
17. GIZ-Manila
18. Institute for Negros Development
19. International Volunteers for Social Development Association (DaLaa)
20. Lao Youth Union
21. Life With Dignity
22. Partnership-Diocese of Alaminos
23. Philippine National Volunteer Service Coordinating Agency
24. Preda Foundation
25. Salvatorian Pastoral Care for Children (SPCC)
26. Töchter der Hl. Herzen Jesu und Mariä
27. United Church of Christ in the Philippines
28. University of St. La Salle - Bahay Pagasa Youth Center
29. Vereinigung Junger Freiwilliger
30. Vides Philippines Volunteers Foundation, Inc
31. Vietnam and Friends

## BMZ Unites 36 Organizations

From Page 1

32. Vifi e.V
33. Volunteer Development Children's Association
34. Volunteers for Peace Vietnam
35. VYST - Vietnam Youth Union
36. We Spark Action
37. Youth International Cooperation Development Center
38. Jabez Christian School

### List of Countries

1. Cambodia
2. Germany
3. Indonesia
4. Laos
5. Malaysia
6. Philippines
7. Thailand
8. Vietnam

# ICL Introduced to WW Partners

## INTERCULTURAL LEARNING



Learn More!

<http://www.afs.org/afs-and-intercultural-learning/>

Aimed to better services in the implementation of the Weltwaerts Program, Intercultural Learning (ICL) was introduced to the participants of the conference on the 16<sup>th</sup> of November 2012.

The session featured basic concepts by renowned authors advancing Intercultural Learning as though as Edward Hall (High and Low Context), Geert Hofstede (Power Distance/Collectivism vs. Individualism), and Fons Trompenaars (Task vs. Relationship Orientation); and was concluded with a group activity which allowed participants to discuss support cases and possible resolutions guided with structured intercultural learning procedures.

Participants considered the session as an essential tool that will help them resolve support cases caused mostly by intercultural misunderstandings.



*The session was facilitated by Bert Vercamer, International Program Development Specialist of AFS International.*

## REVERSE PROGRAM: A Weltwaerts Program Innovation



Michael Bogatzki  
18+ Program Director  
AFS GERMANY

Michael Bogatzki, 18+ Program Director of AFS Germany presented on the 3<sup>rd</sup> day of the Conference, 17<sup>th</sup> of November, 2012 the possibility of implementing Reverse Program which will allow the highway of exchanges for the Weltwaerts program to become multilateral. That is, offering opportunities to partner organizations to send volunteers to Germany for similar community based program while continuing the existing program for German volunteers in the various participating countries.

A work in progress, the proposal was evaluated by all the participants using the S.W.O.T (Strengths, Weaknesses, Opportunities, and Threats) Analysis tool which opened discussions on the procedures and guidelines in the implementation of the program.

Positively received by all the participants in the conference, the Reverse Program is one of the most anticipated Weltwaerts program innovations.

# Mr. & Ms. Weltwaerts 2012



Crowned Mr. & Ms Weltwaerts 2012, Michael Steven Denosta (Institute for Negros Development/Mr. Philippines) and Thu Thi Pam (Volunteers for Peace Vietnam/Ms. Vietnam) expressed their commitment to continue the legacy of the beauty of volunteerism.

The pageant inspires to share proactive volunteerism as an essential contribution in resolving current social problems. In furtherance, it supports the cause of Weltwaerts to offer individuals the opportunity to help marginalized communities as they lend a hand "towards the world".

Other winners were: Runner Up, Mr. & Ms. Vietnam Dang The Lam and Thi Tam Nguyen ; Best Dressed Mr. & Ms. Malaysia Darmarisyanto Alias and Annie Yap as well as Ms. Philippines Jennysan Lazarito; and Mr.& Ms Congeniality, Mr. & Ms. Germany Michael Zigler and Lisa Boettcher.



*Runner Up: Mr & Ms Vietnam*



*Mr & Ms Congeniality: Mr & Ms Germany*

The pageant was held on the 17<sup>th</sup> of November 2012, at the Legend Villas Hotel. It was participated by eight (8) countries, Cambodia, Germany, Indonesia, Laos, Malaysia, Philippines, Thailand, Vietnam.



## Weltwärts Partner Conference - Asia Pacific Region 2012

(final version Nov 6, 2012)

	Wed. Nov 14th	Thursday Nov 15th	Friday Nov 16 <sup>th</sup>	Saturday Nov 17 <sup>th</sup>	Sunday Nov 18 <sup>th</sup>
Morning (9:00....)	Arrival of participants	- Welcome by AFS PHI, BMZ-Representatives - Agenda, objectives, logistics - Introduction  Preparation: presentation on your organization (see template).	- Pedagogical Support of weltwärts volunteers: Get to know your weltwärts-volunteers  Preparation: Think about intercultural challenges and positive experiences you had with the weltwärts-volunteers.	Reverse Program: possible Sending Program to Germany  Preparation: Reflect beforehand on the possibility to send your participants to Germany.	Finances: How is money spent + financial support for partner organizations  Preparation: What would you use any support funding for to improve the program?
Coffee break (11:00...)		- The weltwärts-program: History  Preparation: Come with your questions on the weltwärts program. Reflection: What is this program actually and why is it there?	To be continued, also including: - Intercultural learning: East-West - Role of mentor within Partner Organisations (Internal and External Mentors) - Program standards and rules - Support cases, Best practices	Open space for any topic you as participant want to discuss. Topics can include: Quality standards, relationships sending and hosting organizations, etc. Preparation: Come with topics that you would like to discuss and that are not covered elsewhere in the agenda.	Agreement on next steps and follow up  Preparation: What authority do you have to adapt the way your organization works with the program?
Lunch				When?	
Afternoon (14:00...)		Continue: The weltwärts-program: History...  Start: Evaluation, Follow Up Process Preparation: Come with your experiences and best practices. We want to learn from you.	Excursion / Networking  Preparation: Come with your interest in others and be ready to mingle.	Continue Open Space...	Debriefing Feedback Recommendations Evaluation of Meeting  Close 16:00
Coffee break (16:00...)		Continue Evaluation, Follow Up Process...	Excursion / Networking	Continue Open Space...	Departure of participants (int pax. Possibly Monday morning)
Evening (19:00 ....)	Welcome Dinner	Dinner / Buffet at venue	Dinner outside	Appreciation Dinner at venue Traditional dress	

## ADDITIONAL INFORMATION

Learn more about the Weltwärts Partner Conference-Asia Pacific Region:

<http://www.weltwaerts.de/>[https://www.dropbox.com/sh/2sozqw3fsoqr5np/ekohr8O\\_o](https://www.dropbox.com/sh/2sozqw3fsoqr5np/ekohr8O_o)

## WELTWAERTS SEKRETARIAT

Ann Katrin Winkelkotte : [Anna.Winkelkotte@weltwaerts.de](mailto:Anna.Winkelkotte@weltwaerts.de)Lisa Boettcher : [lisa.boettcher@weltwaerts.de](mailto:lisa.boettcher@weltwaerts.de)

## AFS GERMANY

Michael Bogatzki- [Michael.Bogatzki@afs.org](mailto:Michael.Bogatzki@afs.org)

Der Freiwilligendienst des Bundesministeriums für wirtschaftliche Zusammenarbeit und Entwicklung

Evaluation Questionnaire - Partner Conferences 2012 - PHILIPPINES

**I AM**

from a hosting organisation  
 from a sending organisation  
 a mentor/coordinator  
 other  
**Total**

26  
 7  
 8  
 2 (staff,PO)  
**43**

**1. Conference content**

**1.1 General**

Topics were discussed at the conference that were important for me. (Please mark here to give your opinion.)

At the conference, I was able to discuss my practical experience in the volunteer programme with other participants.

I had the opportunity to hear how other organisations work with their volunteers.

**1.2 The weltwärts-Programme**

I feel well-informed about the aims, structure and working methods of the weltwärts-Programme.

I was able to compare my own aims / the aims of my organisation with those of the official Programme.

**1.3 The weltwärts-evaluation**

I feel well-informed about the results of the weltwärts-evaluation.

At the conference, I was able to contribute with my own personal evaluation of my experiences with weltwärts / with weltwärts-volunteers.

It became clear to me how other organisations in **Asia Pacific Region** evaluate the Programme.

**1.4 Outlook for the hosting organisations**

Concrete proposals for improving the weltwärts-Programme were made at the conference.

I was able to contribute suggestions myself for improvements to the Programme.

It was made clear at the conference what the possibilities are for hosting organisations to participate in the Programme and its steering structures.

I was able to contribute suggestions on how the views of the hosting organisations could be taken account of in the Programme structure.

**1.5 The new South-North-Component in the weltwärts-Programme**

At the conference, I learned about the new Programme component that should make voluntary service in Germany possible (South-North-Component).

I was able to express my views on the new Programme component.

Participation in the new component is a possibility for my organisation.

It would be possible for my organisation to contribute financial resources to this component.

I was able to fit in time at the conference to also discuss other aspects of my work in the organisation.

**3. Organisation and framework of the conference**

The invitation procedures for the conference were clear to me.

It made sense to hold an **Asia Pacific** regional conference.

The mix of participants at the conference was ...

I found the German partners' participation in the conference organisation was ...

The event venue was ...

I found the moderation of the conference ...

In general, I found the methods used at the conference ...

In general, I found the conference organisation ...

	I agree completely						I do not agree at all	Anzahl Antworten	durchschnittswert
	1	2	3	4	5	6			
Topics were discussed at the conference that were important for me. (Please mark here to give your opinion.)	20	13	3	2	1	0	39	1,74	
At the conference, I was able to discuss my practical experience in the volunteer programme with other participants.	14	18	5	0	1	1	39	1,95	
I had the opportunity to hear how other organisations work with their volunteers.	21	14	1	1	2	0	39	1,69	
<b>1.2 The weltwärts-Programme</b>									
I feel well-informed about the aims, structure and working methods of the weltwärts-Programme.	24	10	5	0	0	0	39	1,51	
I was able to compare my own aims / the aims of my organisation with those of the official Programme.	14	18	5	1	0	0	38	1,82	
<b>1.3 The weltwärts-evaluation</b>									
I feel well-informed about the results of the weltwärts-evaluation.	9	23	6	1	0	0	39	1,97	
At the conference, I was able to contribute with my own personal evaluation of my experiences with weltwärts / with weltwärts-volunteers.	14	18	5	1	1	0	39	1,90	
It became clear to me how other organisations in <b>Asia Pacific Region</b> evaluate the Programme.	6	1	0	0	0	0	7	1,14	
<b>1.4 Outlook for the hosting organisations</b>									
Concrete proposals for improving the weltwärts-Programme were made at the conference.	11	19	4	2	2	0	38	2,08	
I was able to contribute suggestions myself for improvements to the Programme.	11	21	4	1	0	1	38	1,97	
It was made clear at the conference what the possibilities are for hosting organisations to participate in the Programme and its steering structures.	14	16	8	0	0	0	38	1,84	
I was able to contribute suggestions on how the views of the hosting organisations could be taken account of in the Programme structure.	11	19	7	1	0	0	38	1,95	
<b>1.5 The new South-North-Component in the weltwärts-Programme</b>									
At the conference, I learned about the new Programme component that should make voluntary service in Germany possible (South-North-Component).	21	10	4	2	1	0	38	1,74	
I was able to express my views on the new Programme component.	11	17	9	2	0	0	39	2,05	
Participation in the new component is a possibility for my organisation.	14	16	5	2	1	0	38	1,95	
It would be possible for my organisation to contribute financial resources to this component.	3	9	15	6	2	3	38	3,11	
I was able to fit in time at the conference to also discuss other aspects of my work in the organisation.	12	15	8	2	0	0	37	2,00	
<b>3. Organisation and framework of the conference</b>									
The invitation procedures for the conference were clear to me.	17	14	5	2	0	0	38	1,79	
It made sense to hold an <b>Asia Pacific</b> regional conference.	27	6	4	0	0	0	37	1,38	
The mix of participants at the conference was ...	23	7	4	3	0	1	38	1,76	
I found the German partners' participation in the conference organisation was ...	25	9	2	1	0	0	37	1,43	
The event venue was ...	17	13	3	2	0	0	35	1,71	
I found the moderation of the conference ...	25	11	3	0	0	0	39	1,44	
In general, I found the methods used at the conference ...	27	9	1	0	1	0	38	1,39	
In general, I found the conference organisation ...	25	11	2	1	0	0	39	1,46	

## Ergebnis offene Fragen

<b>1.2 The weltwärts-Programme</b>	
The most interesting aspect that I learnt about weltwärts was:	how it is working, ww program, intercultural learning and sharing experiences are very interesting. get to know many committed partner organisation
<b>1.6 Overall assessment of the conference content</b>	
I particularly liked:	high contact/low proposal, training to trainer, open space, the direct exchange between BMZ-SO-PO, the motivation and good mooded facilitating team intercultural learning, open session, all sequential topics, priority of single team open-space session, because it gives us a chance to discuss the things that we think it is best for our interest and a new things which is more concrete to be learn ICL, opening game or energizer, methods and material, history, action planning evaluation, ICL, intercultural learning-open space and finance.
I was not satisfied with:	with conference before, logistics organisation, excursion on 16th evaluation presentation none, everything was fine :) networking-no enough time-so short, action plan, unclear network in this conference
Other important aspects that I would like to mention are:	learning a lot from this program and other NGO's icl, finance
The key insights that I personally have gained from the conference are	
1.	team player, intercultural, cultural dimension, ICL, place to have sharing experience, the people, intercultural learning, ICL
2.	need of professionalisation and appreciation regarding mentoring, concrete plan open space, role of mentor, intercultural learning, networking, place to learn something, the place, finance, support cases/best practices, role of mentor
3.	great motivation of partners org. regarding volunteer services, evaluation process, mentorship training for trainer, action plan, mentoring, understanding ww programm, raising self confidence in working group, evaluation, partnership and network intercultural aspects, ww program, ICL
<b>2. Looking to the future</b>	
For me, the biggest successes of the weltwärts-Programme are:	
1.	understanding program, keep continue this programm, having volunteers continuously and they can overcome the project impact for the hosting society, the great opportunities for young generation, historical awareness
2.	volunteering: contribution of social works, connect people, youth empowerment, the conference itself, more hosting countries training to mentor, having good relationship and communication with hosting organisation, the happiness of the world, exchange culture, share and learn
3.	promoting social service/community learning, guidelines & rules, the concept of the reserve program, more sending countries intercultural learning, the popularization of the ww programme
The most important aspects that I think must be improved in the weltwärts-Programme are	
1.	having clear standard of mentor, ICC, ICL, visa issues: diplomate way
2.	communication among all parties, mentor/description/right/duty/scope-range-evidence, best practice
3.	exchange volunteers from Nord-south need to start soon in 2013, financial support for hosting org. introduction of participant organisation, more details on action plan
My concrete proposals for improving the weltwärts-Programme are:	
1.	financial, conference (at least 3 times a year), conference at least one time a year, training mentors to SO hosting org. should involve more the selection of volunteers-budget, expanding more approved CPO in each country
2.	sent partner to exchanging program, training for hosting org or mentor
3.	for invite hosting org. joins the before/departure seminars prepare-well for volunteers: up-date project, local culture, situation of host country
<b>3. Organisation and framework of the conference</b>	
I would like to give the following feedback on the conference organisation:	keep on going! you've did good job! more energizer in the morning, less powerpoint slides/more pictures, more speak (everybody should say something), selection of the participants well-organized conference, please keep contact after the conference, all is great anna+lisa are excellent source of info, facilitators, facilitation is innovative e-mail of participants, inform the participants about the traffic of host country