



## **Training Course “Be the Change you want to see” by SCI Poland**

**Poznań, Poland, 20-26 April 2022**

*for youth workers, leaders, volunteers,  
workcamp organisers and coordinators*

**CALL FOR PARTICIPANTS**  
**from Austria, Bulgaria, Finland, Germany,  
Hungary, Poland, Portugal, Slovenia and Spain**

***APPLY BY 6.03.2022!***



**Co-funded by  
the European Union**

- ✓ Do you agree that a well-organised activity for young people (a workcamp, exchange, training course...) **can make a positive difference** in the lives of its participants?
- ✓ Are you motivated to explore more about **how to measure the impact of international voluntary activities**?
- ✓ Would you be ready to **become a changemaker** who supports organisations in Europe so that they turn knowledge on the benefits of impact measurement into regular practice?
- ✓ Are you a **resident** of Austria, Bulgaria, Finland, Germany, Hungary, Poland, Portugal, Slovenia or Spain?
- ✓ Are you ready to meet **amazing people from 9 countries**, make new friendships and get inspired by their ideas and projects?
- ✓ Would you like to combine *city* and *nature*, **staying a week at the lakeside with an all-year ski slope and thermal baths**, yet just 3 km from the charming Poznań Old Town?
- ✓ And all this for **no or very little cost**?!

If your answers are "Yes, this is me!", then...

... we have an offer for you!! :-)

## ABOUT US

**Service Civil International** is the oldest voluntary peace movement in the world, with over 100 years of experience. Our mission is to promote a culture of peace by organising international volunteering projects with local and global impact. We are present in 40 countries on 5 continents, and we cooperate with partners in almost all countries of the world.

Read more at <https://sci.ngo/>.

During over 100 years of operating globally, SCI has accumulated lots of expertise in non-formal education and peacebuilding, which had been recognised by many institutions, including UNESCO and the Council of Europe.

And do you know that SCI was even nominated numerous times for the Nobel Peace Prize?!

**Stowarzyszenie Jeden Świat** is the Polish branch of SCI. We combine international projects with local spirit and have 30 years of experience in peace work and non-formal education. Learn more about us [here](#).



## THE PROJECT IN SHORT



In SCI, **we care about the high quality of our workcamps** and other non-formal activities, and we share the need to **monitor the results of our work**, to know which approaches work and bring change to our audience.

With the **“Be the Change you want to see”** project, we want to turn knowledge on the benefits of impact measurement into **regular practice** – first for our 9 participating organisations, and then for an ever-growing circle of European youth NGOs!

Read more about our project [here](#) and have a look at the summary!

**The project has 6 main components:**

**1. “Be the Change you want to see” Training Course (20-26 April 2022, Poznań, Poland)**

Key aspects of the training: very practical learning about how to measure the impact of our activities, with the emphasis on workcamps (international voluntary camps).

Impact measurement framework, steps of research design and implementation, and practical tools. Building a network of peer support and increasing confidence to implement own research.

**2. Thematic webinars (April-May 2022)**

Online meetings with guest experts: Francesco Volpini on impact measurement essentials, and with Ingrid Danckaerts on the practical side of impact measurement in a voluntary organisation, its benefits and challenges.

**3. Practice phase: local impact measurement (May-August 2022)**

Organising and running impact measurement of at least one local activity (e.g. a workcamp).

**4. Peer support groups and consultations (May-November 2022)**

Possibility to join a mastermind group. Support from the project coordinators. Consultations with experts.

**5. “The Change we became” International Seminar (15-18 September 2022, Poznań, Poland)**

Summing up the experience from the practice phase. Consolidating research results. Learning how to communicate the measurement outcomes to a wider audience through numbers and storytelling.

**6. Practical Guide to Impact Measurement in International Mobility Activities (October-November 2022)**

Publishing an electronic publication that will give practical and easy-to-comprehend advice on how to measure and communicate the impact of workcamps and other NFE activities. Dissemination of the Guide.

## **THE TRAINING COURSE – “Be the Change you want to see”**

**We are ready to invite you to join a 6-day training course "Be the Change you want to see", which will take place between 20.04 and 26.04.2022 in Poznań, Poland.**

**At the training course, you will:**

- work with the guru of impact measurement, Francesco Volpini!
- get expertise on impact measurement in the field of international voluntary service,
- get skills to conduct small-scale impact measurement studies,
- become more confident in working for impact and high-quality volunteer work,
- learn about change management and how to lead organisations through transformation processes,
- exchange ideas, good practices, inspirations, and share resources,
- set up peer support groups with changemakers and impact enthusiasts from other countries,
- plan impact measurement to take place in your local community in summer 2022.

**PROGRAMME OF “BE THE CHANGE YOU WANT TO SEE”  
INTERNATIONAL TRAINING COURSE  
20-26.04.2022, Poznań, Poland**

DAY	1 – Wed, 20.04	2 – Thu, 21.04	3 – Fri, 22.04	4 – Sat, 23.04	5 – Sun, 24.04	6 – Mon, 25.04
08:00-9:00	<b>Breakfast at 8:00</b>					
9:00-10:30	<b>FIRST STEPS</b>  Arrivals	<b>IMPACT THEORY</b>  <i>What did you want to do? What (is) Impact?</i>	<b>IMPACT PRACTICE</b>  <i>We ask questions (and they do, too): Field Works!</i>	<b>IMPACT MEANING</b>  <i>So What? Results! Back from the field</i>	<b>IMPACT TROUBLES</b>  <i>Enabling Environments: If we are so good why does everything keep going wrong?</i>	<b>TO THE FUTURE</b>  <i>From theory to practice! Planning local follow-up actions (country teams)</i>
10:30-11:00	<b>Break</b>					
11:00-12:30	12:00 – Opening of the training course, orientation	<i>What did just happen to me? Research with volunteers</i>	Field Works! (continuation)	<i>Then What? Integrating research and impact in our projects</i>	<i>Implementation Research: Nine places you might want to look at for an answer before changing everything</i>	<i>Does it make sense? Feedback session on the follow-up actions</i>
12:30-14:00	<b>Lunch at 13:00</b>					
14:00-15:30	Getting-to-know the group and the programme  Learning for a Change	<i>What did just happen to us? Research with communities and organisations</i>	Free afternoon: time to rest... or discover Poznań!	<i>Now What? Adapting to our unique field Country/organisation working groups</i>	<i>Why do we fail? Obstacles in change management and how to overcome them</i>	Preparing for the practice phase: the mentoring and peer support system
15:30-16:00	<b>Break</b>					
16:00-17:30	<i>How is it going? Evaluation and impact for high-quality work: our experiences</i>	<i>Preparing (for) the field: Thematic working groups</i>	Free afternoon	<i>Now What? Adapting to our common goals Thematic working groups</i>	<i>How will we change? 8 steps for a successful transformation</i>	Next steps in the project  Evaluation of the TC  Closing of the TC
17:30-18:00	Reflection groups			Reflection groups		
18:00-20:00	<b>Dinner at 18:30</b>					
20:00- ∞	Welcome evening	Thematic working groups (continuation)	Free time	Free time	Open Space (optional)	Certificate awarding ceremony  Final Party

**Departures** from the training venue are foreseen for **Tuesday, 26th April 2022**, before noon.

The **final programme** may be slightly modified depending on the profile of selected participants and their specific needs and interests.

All in all, we offer you **an excellent learning opportunity** that will support you to increase the quality and impact of non-formal education activities you and your organisation are doing, and also **a unique networking experience** with fellow-minded people from across Europe.

But this project is also **much more than “just a training course”**. We suspect (for a reason!) that this would not motivate us enough to incorporate for good the impact measuring practices into our organisation’s routines. **Knowing does not equal practice. Something more is needed!**

Therefore, the project will offer a variety of elements (**webinars, consultations with experts, mentoring, mastermind groups**), and the training course will be just the first step to an exciting adventure of cooperation and a network of support that we foresee.

*Please read the following points to check if you are eligible to apply!*

## FOR WHOM?

Our ideal course participants are youth workers, leaders, volunteers, workcamp organisers and coordinators with an interest in measuring and communicating the impact of voluntary activities.

**The most important for us is your motivation and willingness to take part in the practice phase in the summer of 2022: a pilot impact measurement of a voluntary project of your choice. Remember that we will support you with this task!**



We explicitly encourage participants of all genders, abilities and ethnic backgrounds to apply!

**There are a few formal requirements you need to satisfy to join the training course:**

1. You need to be a **resident of one of the 9 project countries** mentioned on the cover page.
2. You must be able to **communicate in English** (the working language of the course).
3. You must be **at least 18 years of age**.
4. You need to **attend the whole course duration** (there is no possibility to make exceptions).
5. You commit yourself to organising a **pilot impact measurement of a voluntary project** in your local community/organisation by 31.08.2022.

## WHEN?

The training course will last 6 days.

You need to **arrive** at the training venue on **Wednesday, 20<sup>th</sup> April 2022 before noon (12 p.m.)**.

The course finishes on 25<sup>th</sup> April, in the late evening, therefore, **departures** are planned for the **morning of Tuesday, 26<sup>th</sup> April 2022**.

## WHERE?

The training course will take place in **Poznań**, a vibrant city with great transport connections (international trains and buses, airport, highway).

We are thrilled to invite you to a dream place that combines *city* and *nature*!

**Hotel Camping Malta** is a relaxing green area designed for groups and individuals who want to have a creative space for work and rest.

Malta is a lake (picture on the right), just 3 km from the Poznań Old Town, yet giving you a feeling that you are away from the city.



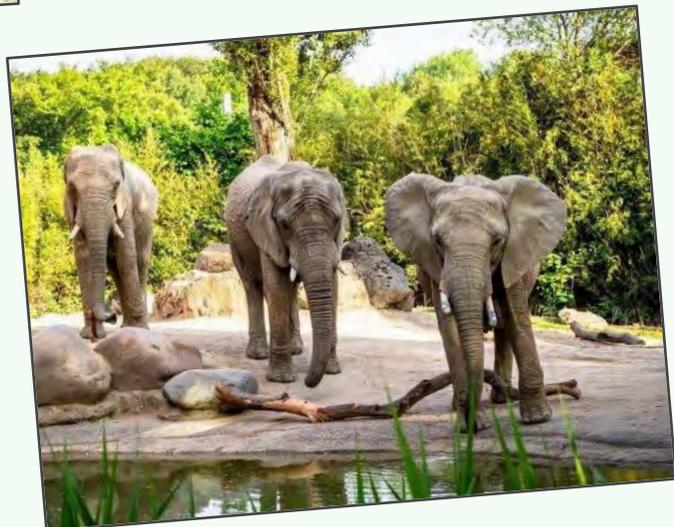
We will live at the lakeside in double bungalows with private bathrooms, adhering to all health & safety precautions. The houses are fully heated and 100% comfortable! The outside temperature will be around 15°C at that time so you can also use the private terraces and the nearby green areas.

Meals, including coffee breaks, will be served in the renowned Rycerska hotel restaurant at the camping premises, just next to our training room.



These are just a few examples of attractions within the walking distance from our hotel (0.5-3 km):

- Poznań Old Town
- Malta Thermal Baths (an aquapark and pool complex)
- All-year-long Malta Ski slope (with skiing, downhill rafting and a toboggan run)
- Forests with rivers, ponds, and a treetop walking bridge
- Two rope parks
- Poznań New Zoo with an award-winning, vast and modern elephant enclosure



## METHODS

Our working methods will base on the principles of adult learning, creating a stress-free and motivating environment where the human brain has a full capacity to learn.

You will often work in smaller groups to achieve the best results.

All the methods will encourage active participation, creativity, initiative, and responsibility for one's learning process.

Our training courses are also very colourful, with many visuals used in the learning process. We include the proof! :)



## MEET THE TRAINERS



### **Main trainer and expert on impact: Francesco Volpini, Italy/Japan**

*In the last 16 years, I have been working and living in Paris, Bangkok, Tokyo and Seoul, coordinating national and global education, research and development programs focusing on international voluntary service and non-formal education.*

*In my different assignments, I have conducted programs in over 40 different countries on all continents, cooperating with and supporting local and international non-governmental organizations, universities and institutions.*

*As a Director and then consultant for the Coordinating Committee for International Voluntary Service (CCIVS) I launched and implemented a number of innovative, multi-stakeholders global and almost rigorous researches on the impact of international voluntary service and non-formal education on volunteers, communities and organisations.*

*Currently a PhD Candidate in Global Studies at Ryukoku University in Kyoto, I am looking at the ways the acquisition of social and cultural competences through international volunteerism contributes to decreasing social interaction anxiety and intergroup uncertainty, and to increasing subjective well-being across cultural norms.*



### **Process leader and support trainer: Goška Tur, Poland**

*I am a sociologist, trainer and educator, a certified member of the Polish Association of NGO Trainers and owner of Pracownia Interakcji training company. Between 2015 and 2020, I was the International President of SCI.*

*I love helping participants to learn, reflect and grow, and I've been doing it for more than 20 years now, specialising in adult education, peace and conflict resolution, and leadership, often in the form of long-term educational processes.*

*I created "Be the Change you want to see" project because I deeply believe in the urgency and importance of measuring and communicating impact of our activities!*

## CERTIFICATES

You will be awarded a training completion certificate, issued by SCI Poland, and additionally, you will receive a Youthpass certificate.

## FINANCIAL CONDITIONS

**The food and accommodation as well as all organisational costs (additional insurance, training materials etc.), will be fully covered thanks to the co-financing by the European Union.**

In addition, we can provide you with complimentary accommodation in Poznań the night before the training course launch if it is *essential due to the lack of transport alternatives*.

NB. We run this project in a partnership between [SCI Austria](#), [CVS Bulgaria](#), [SCI Catalunya](#), [KVT Finland](#), [SCI Germany](#), [Utilapu Hungary](#), [SCI Poland](#), [Para Onde? Portugal](#), and [Zavod Voluntariat Slovenia](#).

**Some of the partners may ask for a small sending fee to cover their placement costs.**

Please check with the relevant organisation.

**Reimbursement of the travel tickets** will be 100% up to the maximum amounts after the receipt of original documents. Maximum travel reimbursement will be according to the Erasmus+ rates:

- Poland – max 23 euro,
- travel by plane: Bulgaria, Finland and Spain – max 275 euro, Portugal – max 360 euro,
- green travel (bus, train, car sharing): Austria and Germany – max 210 euro, Hungary and Slovenia – max 320 euro.

**If you are from Austria, Germany, Hungary and Slovenia, we explicitly ask you to choose green travel** (bus, train, car sharing instead of a plane). You can receive reimbursement of additional accommodation costs on the way to Poznań, if you need it, as well as reimbursement of small expenses made while travelling. Questions or doubts? Contact us!

Even though this is not a “getting to know Poland” project, **you may also stay in Poland a few days before or after at your private expense**, as long as the travel cost is not higher than the cost which you would bear if coming only for course duration – otherwise you will be asked to cover the difference.

We do not cover the costs of COVID tests, should you need one. However, at the moment, no tests are required in Poland for arrivals from EU countries if you have a national or international COVID passport.



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## SUSTAINABILITY

**Sustainable food:** The food we provide will be vegetarian with vegan options. This is not just a practical decision, but also an ideological one: SCI believes in the values of sustainability and climate justice – and if we want to contribute to a more peaceful planet, we need to give up on animal agriculture.

**Sustainable travel:** We encourage you to use environmentally friendly transport (bus, train, car sharing) when possible.

## **HOW TO APPLY?**

If you find yourself a suitable candidate for the course, please fill in the application form at <https://bit.ly/bethechangePL> by 6.03.2022, 23:59 CET.

You will be notified of the selection results by 13.03.2022.

All those accepted will receive a detailed infosheet (including how to get to the venue, how to book your travel, what to prepare for the Training Course).

We will support you in the pre-departure phase together with our project Partner Organisations.

## **MORE QUESTIONS?**

If you have further questions regarding the project, you can write to us at [learning@poland.sci.ngo](mailto:learning@poland.sci.ngo).

*We are looking forward to your application!*

The coordinating team

Afroditi Deilogkou and Gośka Tur

*See you hopefully in Poznań at the training course!*