

2022

Partner Conference 2022 East Asia & South East Asia

Conference Report
Cebu City, Philippines
November 14th-18th 2022



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1 Introduction and background

1.1 Welcome Address of the weltwaerts Program Steering Committee

Dear representatives of our partner organizations, Dear representatives of our German implementing organizations, Dear conference team, Dear ladies and gentlemen and beyond,

On behalf of the Program Steering Committee of the weltwaerts program, we are delighted to warmly welcome you to this partner conference in Cebu City. After 2012, it is the second weltwaerts partner conference to be held in the Philippines for Southeast Asia. Our very special thanks goes to the Karl-Kübel-Stiftung and their partner organization Global Initiative Exchange and Development Incorporation for the preparation and organization of this conference here in the Philippines.

After Mexico, Colombia and Bosnia–Herzegovina it is already the fourth partner conference this year following the long break due to the pandemic. And, already next week the big international partner conference will take place in Berlin. So, altogether, 2022 was a very successful year thus far and weltwaerts appears to be back on track after difficult years. More than two years have passed since the weltwaerts program was heavily impacted by the COVID pandemic. But together we sought and found ways to retain significant structures. And together, we have succeeded in returning to regular operations for the current cohort.

There is good news: since summer 2022, more than 2100 volunteers from Germany have already departed to more than 55 countries. The German implementing organizations are looking forward to increased applications for the next cohort. The outbreak of COVID had a less severe impact on the South-North component. More than 800 volunteers are registered for the current cohort. Of these, there are already over 600 volunteers who have commenced their service in Germany. It is mainly you whom we have to thank for the fact that more than 2,700 young people are able to render weltwaerts volunteer service again after a global disruption due to COVID, and all the challenges that came with it. You, as receiving and sending organizations, who empower civil society and breathe life into international cooperation through your great personal commitment. Thank you so much!

But the main question for this conference is: Where does weltwaerts stand now after two years of the COVID pandemic? How are you as our local partners doing? How can an international volunteer service cope after, and with, a disruption like COVID?

What are the other long-term, strategic issues that we mustn't overlook – such as climate change, environmental protection and ecological sustainability? And, what new and serious challenges will weltwaerts face especially in this region? This conference is focused on you, the partner organizations from Southeast Asia and on your questions and concerns. It acts as your forum for engaging in dialogue about your experiences and your expectations related to the weltwaerts program. The weltwaerts joint operation needs your experience, your input and your recommendations to develop the weltwaerts further.

On that note, we wish you and us a successful partner conference here in Cebu!

The members of the Weltwaerts Program Steering Committee (PSC)



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Cäcilie Raiser, civil society representative of the PSC, eFeF, Bread for the World



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Tina Hoffmann, governmental representative of the PSC, Engagement Global gGmbH

1.2 Forewords by the organizers

Dear participants of the partner conference, Dear readers of this conference report,

Our team from Karl Kuebel Stiftung für Kind und Familie (KKS) is happy to present the report of our weltwaerts partner conference held in Cebu City from November 14th to 18th 2022.

Bridging Partnership!

This was the motto of our weltwaerts partner conference to which weltwaerts partners from various South East Asian countries were invited. We were delighted that all registered participants were able to come to Cebu City – despite many flight shifts or even cancellations and re-organizing flights. So on the first conference day, we could welcome participants from Cambodia, Germany, Indonesia, Philippines, Thailand, Timor Leste and Vietnam.

We are grateful that we could plan and implement this conference in cooperation with the BMZ – the Federal Ministry for Economic Cooperation and Development, with Engagement Global, with the weltwaerts steering committee and with various weltwaerts partner organizations from the Philippines and Germany.

Bridging partnership: We did not only come together to build bridges among the participants but could also build a bridge between the last Asian weltwaerts partner conference held in Nagpur, India in 2019. Together with a fraction of participants from the Philippines during this conference in Nagpur we were already discussing a weltwaerts partner workshop in the Philippines. We even started to plan. Then – due to Covid 19 – we had to freeze the idea. But fortunately, Engagement Global/PSC and BMZ came up with a call for a weltwaerts partner conference in Asia. So our working group took this chance, and we agreed to apply for the organization of a weltwaerts partner conference for South East Asia and the Pacific region with many more countries – which we felt is much better. With getting the approval, a vision came true.

On Monday, November 16th 2022, we were inaugurating the first weltwaerts partner conference in Asia after the already mentioned conference in Nagpur/India- in 2019. It was the second one in the Philippines after ten years. We were thrilled that we all could come together here in the Golden Prince Hotel in Cebu City to discuss and exchange our present situations and ideas on the weltwaerts program within for five days. And we took the chance to implement the main idea of the conference: Building bridges.

As already mentioned the conference was organized by a team who put a lot of work and effort in it. We from KKS would like to take the chance at this point to thank and introduce our two teams: Our organizing team and our moderation team. Without our weltwaerts colleagues and our moderation team the planning and implementation of the partner conference would not have been possible:

Thank you all for your wonderful and great support and contribution!



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Andrea Riehle

Dr. Kirsten Sames, both Karl Kübel Stiftung

Bensheim, March 2023

Moderation Team:



Rhenelyn Queen P. Dadulo, Global Initiative for Exchange & Development (GIED), Philippines

Benjamin Haas, Freelance Facilitator ([Website of Benjamin Haas](#)), Germany

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Organizing Team Philippines:



Rhenelyn Queen P. Dadulo, Global Initiative for Exchange & Development (GIED)

Charlene Umpad, Don Bosco Youth Center- Lourdes Parish

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Organizing Team Germany:



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Jelena Wander
Bezev, Entwicklungszusammenarbeit e.V.
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1.3 Schedule of the conference

The Conference program was a commonly set up by the organizing team. At a later stage, the moderation team consisting of Benjamin Haas and Queen R. Dadulo was involved and developed the overall methodology of the conference and each session in cooperation with the organizing team. Each day we had one or two main topics. The general guiding topic was: weltwaerts after Covid – what do partners need to bridge the partnership? The main issues were:

- Day 1 **Conference Introduction & Basic information and News**
- Day 2 **COVID-19 Crisis & North South weltwaerts program & SDGs and Partnerships**
- Day 3 **Accompaniment of Volunteers & Field Visits**

Day 4 **South North program & Inclusion & Open Space**

Day 5 **Future Collaboration & Conclusion**

Detailed schedule:

| Monday 14th November: | Tuesday 15th November: | Wednesday 16th November | Thursday 17th November: | Friday 17th November: |
|---|--|--|--|--|
| Official Welcome | Recap of the last day and start into the day | Recap of last day and start into the day | Recap of last day and start into the day | Recap of last day and start into the day |
| Getting to know each other | Implementing weltwaerts North South | Quality accompaniment of volunteers | Reflections of field visits | Highlights from the open space |
| Introducing weltwaerts and its stakeholders | Experiences during the pandemic | Prepare farewell evening | Basic information on South North program | Looking into the future: New opportunities for collaboration |
| News and current developments | Weltwaerts and SDGs | Interim evaluation | Implementing South North | Feedback and evaluation |
| Participant's Work – Gallery Walk | Partnerships | Briefing for field visits and Departures to field visits | Inclusion (presentation and discussion) | Good-bye and farewell |
| Philippine Evening / Networking | CultuRalley (interactive game) | Free time in the evening | Open space | |

Farewell gala

1.4 Fact Sheet of the Conference



| | |
|---|--|
| Place of the conference | Cebu City, Philippines |
| Executing organization | Karl Kübel Stiftung für Kind und Familie |
| Executing partner organizations | Philippines: GIED Don Bosco Germany: ljgd APCM bezev |
| Date of the conference | November 14 th to 18 th 2022 |
| Number of participants | 53 |
| Number of participants per country | Indonesia 2 Thailand 1 Cambodia 8 Timor Leste 1 Vietnam 5 Philippines 20 (incl. Moderator) Germany 16 (incl. 2 x PSC, 1 x Moderator, 1 x bezev, 2 x KKS) |
| Female/male ratio | 15 male, 38 female |
| Conference language | English |
| Priority topics | weltwaerts after Covid-19 crisis Partnerships and Collaboration |

2 Results on the topics introduced by the weltwaerts Program Steering Committee

The weltwaerts Program Steering Committee introduced four issues to the conference:

1. Basic information on weltwaerts
2. News from the weltwaerts program
3. Covid-19 crisis: Lessons learnt and solutions for the future
4. The South-North Component

Topic 1 and 2 were held as an interactive quiz format and a positioning activity to visualize the roles of the different stakeholders of the weltwaerts program. Topic 3 was held as a session with the 1-2-4-all methodology. Topic 4 was an informative presentation.

Only topic 3 produced feedback to the steering committee. The other topics were followed with great interest and were very helpful. However, there were mainly queries and a need for clarification, but no feedback for the PSC.

2.1 News from the weltwaerts program

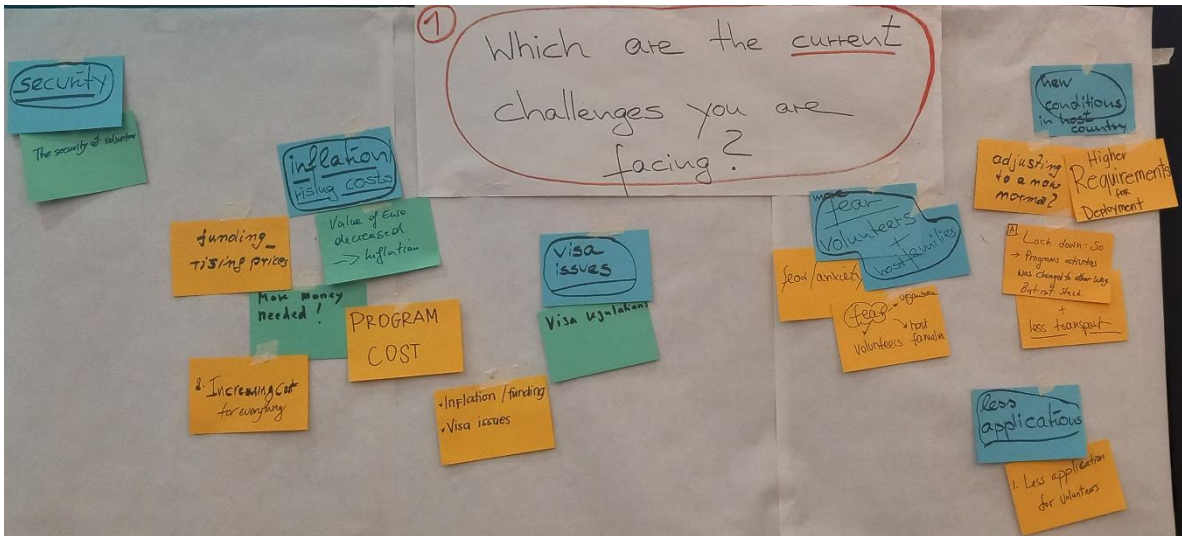
No particular feedback on this part, presentations in the appendix.

2.2 Feedback from the participants on the following information topics

2.2.1 PSC topic 1: lessons learnt and solutions for the future after Covid-19

Which are the current challenges participants face regarding the implementation of the weltwaerts program? Challenges are:

- Funding/costs: Inflation, rising costs
- Visa
- Security
- Fear of volunteers
- Less applications
- Higher requirements for deployment
- Adjusting to a new normal

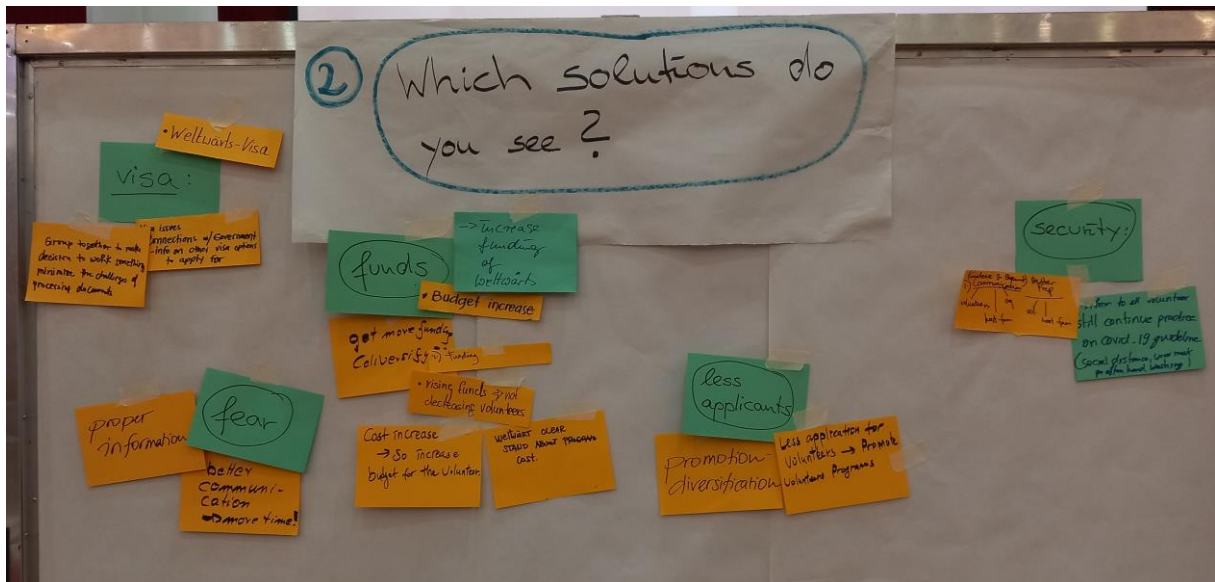


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Results on the challenges the participants are facing currently

Which solutions do the participants see in terms of the challenges described? The participants mentioned the following solutions:

- Increase the funds/budget by BMZ
- Increase promoting weltwaerts
- Share proper information with the volunteers to decrease the fears
- Improve and intensify communication with volunteers



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Results on possible solutions the participants propose regarding the challenges mentioned above.

2.3 Other Feedback to the weltwaerts Program Steering Committee

Among many minor comments (to be found throughout this report) by partner organizations about possible ways for improvement the following four stood out and should be discussed in the steering committee:

1. Participants mentioned in different occasions that they would like to have similar peer exchange and learning opportunities as the quality associations offer to the German organizations, at least inside each country. Many did not know they were not the only ones to implement weltwaerts in their country. Therefore, a question to the steering committee from the conference is: How can the program strengthen mutual support for implementing weltwaerts among all partner organizations in the South beyond partner conferences.
2. Many participants were surprised by the connection of weltwaerts to SDG number 4 (ensure inclusive and equitable quality education and promote lifelong learning opportunities for all). How can this connection become more visible to all stakeholders – also in terms of documenting contributions of partner organizations to SDG 4 through hosting volunteers.
3. Interest in participating in the South North program has shown very high during the conference. Will the program be able to offer participation to all interested partner organizations? If not, how can this be communicated during future partner conferences?
4. On many occasions participants mentioned that one of the biggest current challenges is funding due to the rising costs globally. The Euro declined and more money is needed to fulfil all the requirements of the weltwaerts program. The costs for transportation, accommodation and board and everything else are increasing. Therefore, many NGOs face serious troubles within all their activities and have to start new and more funding initiatives.

3 Individual Part

3.1 Day 1 - Conference opening and information on weltwaerts

Objectives:

- ✓ Welcoming the participants and getting to know each other
- ✓ Introduction of conference actors/stakeholders and conference weltwaerts under the umbrella of building bridges amongst partners.
- ✓ Introduction of basic facts and actors of the weltwaerts program and to inform about news

3.1.1 Opening ceremony

The partner conference started with a prayer and the national anthem of the Philippines as host country. Several welcome speeches were delivered by

- Laura Oexle (Deputy Chief of mission of the German embassy in the Philippines)
- Donald Gawe (as government representative of the Philippine National Volunteer Service Coordinating Agency)
- Dr. Daniel Heilmann (Board Member, Karl Kuebel Foundation)
- Dr. Kirsten Sames (weltwaerts, Karl Kuebel Stiftung)
- Tina Hofmann (Deputy Head of Unit at Engagement Global & government representative in the weltwaerts program steering committee)
- Cäcilie Raiser (Brot für die Welt & as representative of the civil society in the weltwaerts program steering committee),

The welcome words were followed by the introduction of the moderation team of Rhenelyn Queen P. Dadulo from GIED, Philippines and Benjamin Haas, a freelance facilitator from Germany and mentioning of all partner countries attending the conference.



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Opening Cermemony

The next part of the opening session was a short bingo game so that all conference partners got first contact which each other in a relaxed atmosphere.



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Bingo Game – Getting to know each other

3.1.2 Introducing weltwaerts and news about the program

The opening ceremony was followed by a quiz about the weltwaerts program moderated by Tina Hofmann and Cäcilie Raiser (representatives of the program steering committee)

After the Quiz, participants could ask questions about the weltwaerts program to the PSC representatives. Announcements of news about the program were given such as the

introduction of partner workshops from 2023 onwards and the next partner conference in 2023 in Rwanda.

The PSC representatives also introduced the structure of the weltwaerts program.



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Introducing the weltwaerts structure

3.1.3 The work of the participants

The first day was closed with a gallery walk, where every sending and/or receiving organization was invited to represent themselves to all conference participants with promotional material.



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Gallery Walk



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The day closed with a cultural presentation of the Don Bosco choir from Cebu City.



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Don Bosco choir



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3.2 Day 2 – Crisis, North-South and Partnerships

Objectives:

- ✓ Give room to share personal experiences and realities during COVID-19
- ✓ Share experiences with weltwaerts during the crisis and inspirations for the future
- ✓ Exchange experiences about obstacles for the implementation of the North-South program and to come up with possible solutions
- ✓ Give room to reflect together about partnerships of sending and partner organizations in the program

3.2.1 The Covid-19 experience – Lessons learnt from the crisis and perspectives for the future

During the first part of this session, groups of five persons from different countries shared their personal (not professional) experiences about the pandemic time. The moderator introduced this part with Dixit Cards, opening a space for personal insights through pictures.



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The participants choose the Dixit card that represents their feelings. One participant explains her choice to her group.

In the second part, Tina Hofmann and Cäcilie Raiser from the program steering committee explained the impact of the Covid-19 pandemic on the weltwaerts program:

- In March 2020, all North-South volunteers were called back from their assignments and returned to Germany
- From March to November 2020, volunteers were not allowed to enter Germany. Departing the country was also difficult
- Many South-North volunteers stayed in Germany, their visas and contracts were extended
- 2020 and 2021: There was only a minimal number of weltwaerts-volunteers because of Covid-19

Tina Hofmann and Cäcilie Raiser lead the group to discuss the current situation and future perspectives. Leading questions discussed in groups by the method of “1 – 2 – 4 all” were:

- What are the **current challenges** you are facing regarding implementing the weltwaerts program?
- Which **solutions** do you see regarding the challenges described in A)?

Results:

Personal reflections:

There was a dark time when some organizations lost everything due to the pandemic. However, many NGOs found ways to continue their ministry in other ways, for example, visiting people instead of meeting them in the premises of the organization, food deliverance to see the children/clients and so on. Often, the authorities gave extra permission for NGOs to care for their people. It was a time of creativity, loneliness, and refocusing on the nature around us. The biggest challenge was the loss of funds. Some asked their German partners to collect money and got help through this. The staff was reduced up to 50% of the former number. Fear was a big issue in some places. Others overcame fear, especially faith-based ministries testified that they encouraged their people through faith.

The strength and resilience learnt through this time are helping now to live the daily life.

Impact on the weltwaerts program

Challenges:

The most mentioned topic was the funding due to the rising costs. The Euro declined and more money is needed to fulfil all the requirements of the weltwaerts program. The costs for transportation, accommodation and everything else are increasing. Therefore, many NGOs have to start funding initiatives.

Visa issues were another challenge as the entry of North-South volunteers into many countries with tourist visas plus missionary visas was no longer possible. There were concerns about the security of the volunteers on the host side and fear of the host families (what happens if they get Covid-19) were addressed, as well as the anxiety of the volunteers who are more fearful in interactions and less resilient. Adjusting to a “new normal” (under other conditions) is necessary. There are fewer means of transport compared to the time before Covid-19. The program activities were changed and are not “back to normal”. There are higher requirements for the deployment and more communication is needed between the partners, volunteers, host families and others. More communication needs more time which means more resources of the people included.

Last but not least, many sending organizations get fewer applications than before Covid-19.

Solutions:

Concerning the funding, most sending and hosting partners of the weltwaerts program saw the necessity to receive more funding. Engagement Global should take a clear stand for the true costs of the program. It is necessary to increase funds to not decrease the number of volunteers with the same amount. Another option could be to diversify funding and find other support.

Concerning security and fear, the participants proposed to inform all volunteers to follow the Covid-19 guidelines. Furthermore, participants suggested to communicate more with the volunteers, the host organization, the host families and the sending organization to explain measures and the “new normal” or explain why measurements are no longer carried out. More communication needs more time, which means more resources by the staff and more funding is needed! Better preparation of the volunteers in the seminars in Germany (expectations, “new normal” and so on) could also help to reduce fear and insecurity.

The government should address the visa issue and other visa options (for example the introduction of a specific weltwaerts visa) should be evaluated. It could also help to form a group exchange among the sending and hosting organizations to understand and find solutions for the processing of documents (for example for the volunteer visa with PNVSCA which is very complicated).

To attract more applicants, promoting the program could be intensified or diversified.

To be discussed further

The diversification of funding and the diversification of the promotion of the weltwaerts program should be further discussed among the participating stakeholders in the future.

The PSC members immediately shared about funding and assured that the BMZ is well aware of the problem. However, there will not be more money for the whole program, so some activities will not be implemented, or fewer volunteers will come. There will be an increase of funding for South-North for the first time. The living costs in Europe increased exceptionally with the war now, and it is for sure that there will not be an increase in the weltwaerts funding in total. The PSC is following up on this matter.

3.2.2 Implementing weltwaerts North-South

This session intended to exchange experiences and obstacles with implementing weltwaerts North-South and to look deeper into the topics beyond Covid-19. The idea was to come up with possible solutions.

The whole group was divided into smaller groups and discussed three topics before lunch and two others after lunch, using different colors of moderation cards to cluster the findings. Both parts are referred together in this document. The topics discussed were:

- Selection process (blue)
- Preparation and training (yellow)
- Monitoring and evaluation (red)
- Integration into the workplace and host families (orange)
- Language and communication (green cards)



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Group discussion and presentation of the most important findings of the groups concerning each topic. The moderator clusters the moderation card.

Results:

The discussions in the groups was vivid and very fruitful. The changes from the sending and hosting perspective and vice versa allowed complementing the own ideas. The exchange with co-sending or co-hosting organizations inspired the participants to specify their implementing procedures of weltwaerts. The transcultural perspective showed that some topics were country-specific. Still, most subjects refer to any country with any language so that the results are valid for all participating organizations and partners. In detail, the challenges and ideas for solutions were listed as follows:

Selection (blue)

- Review of CVs, inner motivation
- Physically healthy, mentally stable (more and more important!)
- Personality and attitude are most important criteria
- Interview via zoom or face-to-face is helpful and fills the information gap in the CV
- Partners are sometimes involved, and some like to be more involved, for example via videocalls.
- Quick responses from partners are necessary (volunteers apply with several organizations!)
- Involvement of returnees is helpful

Training & preparation: (yellow)

- Preparation seminar in Germany (10 days + single days, sometimes online)
- Orientation seminars at arrival are very common
- Empower the partners (and save money) by transferring training to the Global South
- Exchanging experiences with former volunteers is helpful
- Involve partners in online seminars (benefit from the covid experience)
- Focus on commitment and motivation
- Talk with candidates about expectations: voluntary service versus travelling
- Discuss expectations of the management of what a volunteer can do (and cannot do!)
- Training of the mentors could be helpful
- Quick responses are needed for organizational requests (visa invitation letters and so on)
- Gathering of the host families?
- Mentors are invited to Germany to know the volunteers before the volunteer service.

Monitoring & evaluation (red):

- Weekly meetings with the mentor / monthly discussion with field mentors
- Monthly summarized report by the volunteer or weekly learning journal
- Quarterly reports to the sending organization
- Evaluation form with parts for the volunteers, some parts for supervisors and some parts for talking together
- mid-term seminar conducted by the host organization
- “Highlights of the week”
- personal relationships and regular meeting
- Close communication is important

Integration into the workplace and host families: (orange)

- The volunteers should be informed in advance that they should learn the language
- Learn to respect the local customs beforehand, use the internet as a resource
- Give the volunteers their own responsibilities, and assignments that suit their needs and interests and lead them to their own activities
- Let volunteers join the staff meetings
- Provide site/field/project visits and so on, to help them to orientate
- Explain and train the way to the workplace (motorbike taxis and so on).
- Share bicycles, motorbikes, buses, and taxis with them
- Involve volunteers in planning to integrate better
- Explain the vision and mission of the organization
- It goes both ways: they must be open-minded, and the local staff and host families, too.
- Qualify host families: exchange between host families about their experiences is helpful!

- Vegetarian is a problem for integration into a host family!

Language and communication (green)

- Find families that speak English
- Encourage volunteers to learn the local language
- Hire a professional teacher that can come to the office
- Join language school at the beginning
- Sending organizations provide the budget for a language course
- Learn the language with the children
- Try to practice the language with other people
- Build tandems to learn both languages
- Give incentives to learn the language
- Empathy and patience are needed to learn a new language
- Teach the volunteers some of the cues about what the local people really mean (yes does not mean yes! “What happened to you?” = You are late!)
- Language acquisition by practice (LAMP) <https://lampwflapp.com/> or Growing participator’s approach GPA <https://www.growingparticipation.com/> can be helpful methods for volunteers
- Transparency: consistent, open, empathic, positive, friendly communication

To be discussed further:

An open exchange between the contracting partners is key to implementing the weltwaerts program. In Germany, quality organizations foster dialogue and training for the sending organizations. It would be helpful to organize some form of exchange among the hosting organizations, at least inside each country. Many did not know they were not the only ones to implement weltwaerts in their country! Mutual support would help to better implement weltwaerts and find suitable solutions for upcoming challenges of all kinds!

3.2.3 Weltwaerts and the SDGs

The idea of the session was to connect weltwaerts to the SDGs (sustainable development goals) and bring everyone on the same level. The session set the ground for the next session on partnerships.

To get into the topic of SDGs two short clips were shown:



[SDG Video 1](#)

[SDG Video 2](#)

The conference organizers used excerpts from the weltwaerts documents and goals to discuss the connection between SDGs 4 (Education) and 17 (Global Partnerships) and the weltwaerts program or how the program's goals relate to them. This was to remind the participants how the impact theory of weltwaerts now clearly relates to the SDGs. Thereby the participant's organizations are thus contributing to the SDGs in the weltwaerts program not only through the activities of their NGO, but also as sending and receiving organizations. After that, a plenary discussion was opened in where the participants mainly shared their experiences related to the SDGs. In particular, they were asked to what extent they saw these references to the two SDGs in their work. This commentary session lasted about 30 minutes and brought together different perspectives. These ranged from indications that the relation to SDG 4 in particular, was not so clear to the participants up to now to reports of own educational initiatives and networking activities in the respective countries and regions.

3.2.4 Partnerships

After looking into the situation of the weltwaerts program after Covid-19 the objective and especially highlighting SDG 17 partnership the session aimed to look closer into the present situation of weltwaerts partnerships.

Mixed country groups were formed. The following questions were given to discuss in the groups:

- How is the current situation of your partnership? What does the partnership look like?
- What challenges have you encountered in the partnerships (for example during Covid-19 and beyond)?
- What support do you expect from each other?
- What do you need for your partnerships in future? How do you want to develop the partnership? How can it be strengthened?



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Group Discussions



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In the plenary session, each group reported on the highlights of the discussion in a 3 min. pitch. The focus was on the exchange and mutual learning among the participants and how they learn about partnerships in other constellations.

3.2.5 Special Session: Meeting for Filipino Organizations with Mr. Gawe from PNVSCA

Background and objective of the session:

In the last years, especially during Covid-19, the visa issuance was very difficult for both North-South and South-North volunteers. The organizing team of the conference invited Mr. Donald James D. Gawe, Executive Director of the Philippine National Volunteer Service Coordinating Agency, PNVSCA, to participate in the first two days of the weltwaerts partner conference to get a clearer idea of the program and its stakeholders and conditions. PNVSCA usually cooperates with state organizations and not with civil society. Hence, the goal of Mr. Gawe was to find a counterpart on the German side to talk about visa issues. He planned a visit at the German Embassy during the next week and wanted to get to know the stakeholders, the point of view and the conditions of the weltwaerts program. The objective of this informal meeting during lunch time was to evaluate and discuss future possibilities for new kinds of visa, e. g. volunteer visa for Germans taking part in weltwaerts North-South program, and to understand the necessity of the PNVSCA to assure a secure environment for Philippines going abroad and taking part in the South-North component.

Discussion:

Mr. Gawe explained the intention of the PNVSCA. The Philippine Government has a vital interest in protecting Philippine volunteers going abroad. The PNVSCA is a state-owned organization specialized in facilitating volunteering inbound and outbound. They usually

operate on a government to government basis only. To his mind, volunteers are no missionaries and should not be forced to get missionary visa. The requirements to be registered with PNVSCA are to be a registered NGO with the Security and Exchange Commission and to work inbound and outbound. Additionally, the organization must have an office in the Philippines. Until now, eight organizations are registered with PNVSCA (US peace corps, French SCI – Service Civil International, GIED - Global Initiative for Exchange and Development Inc. on the Philippine side and others). They hope for a German organization to step in. Only Germany has this NGO-to-NGO exchange.

Ms Reynelyn Queen Dadolo explained that GIED intends to promote weltwaerts and operate as an IVS (International Volunteering Service) organization. It is a non-profit organization in the Philippines that aims to empower citizens through international voluntary service (IVS) exchanges and intercultural experiences. Mercy Ships, for example, operates through GIED which fulfils the requirements of the Philippine government and PNVSCA.

Results:

Mr Gawe understands now that the German approach is based on the cooperation of the state and civil society. He learnt from the participating weltwaerts organizations and through the explanation of Tina Hofmann from Engagement Global that the German state co-finances not only weltwaerts, but also the International Youth Volunteer Service and that both volunteer categories need visa. All the participants are highly interested in the volunteer visa offered through PNVSCA. However, the conditions are not yet clear. Ms. Dadolo from GIED explained that they can contribute to step in and handle the paperwork for other weltwaerts organizations. This means that GIED would be responsible for the requirements that PNVSCA needs. For this reason, GIED needs documents from the participating organizations. It takes about three months to start this process.

To be discussed further:

During this session, it did not become apparent how and under which conditions GIED could intermediate between the German sending or receiving organizations in the framework of weltwaerts and PNVSCA. The German partners would like to know how exactly GIED would carry out the exact conditions, prices and how many training days. A particular group discussion should be held later in this partner conference. Mr. Gawe will meet with the German Ambassador and follow up on the visa issue.

3.2.6 Special Session: Interactive Learning Activity “CultuRallye”

This evening activity was offered to everybody, but participation was voluntary. Twenty participants decided to play “CultuRallye” together and got to know each other better

while simultaneously having their own experiences about what it means to change the culture.

„CultuRallye“¹ is an interactive learning tool where the participants play in groups with dices. At the beginning, the participants play and learn the rules of each sign shown on a dice. After a while, speaking is no longer allowed and the communication switches to non-verbal signs. When everybody has learnt the rules, the explanation of the rules is hidden and the game continues without written rules. After some time, the winner of each table is sent to the next table and the group starts playing again. As the participants do not know that each table has other rules for the same signs, the former winner is confused and often becomes the loser. Anger, frustration, stress or helplessness are normal feelings in this situation. The participants are experiencing the different feelings and find ways to overcome them or help the “newcomers” overcome them.



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Participants are playing CultuRallye reacting to the signs on the dices. Left side: everybody has to tap with the hand on the head, right side: participants are laughing when someone throws the dices and this person does not know the rules at that table.

Results:

This one-hour learning time was highly interactive and fun for everybody. At the same time, intense feelings came up. Some were frustrated, some challenged, some felt insecure and helpless when arriving at a new table, others felt superior when new fellow players entered the group. The group found ways to support each other and to evaluate the different feelings openly. The groups at the table discussed their learning experiences and listed it this way:

- Volunteers need help, explanation and orientation to understand the new rules
- They need empathy and people around them should be patient
- It is good to ask for help or support when volunteers arrive

¹ [Instructions for the game](#) (12.12.2022)

- Being easy going, open-minded or flexible is helpful
- Try to be adaptable!
- Observing is essential for intercultural learning
- It is necessary to persevere in learning and not stop due to frustration
- Do not insist that your way is the right one!
- Clear communication from the side of the instructors is helpful
- Instructors should know how important their explanations are and explain “clear rules” that they take for granted

Finally, Eva-Sabine Petry explained the W-curve of a culture shock experience and showed in which phases the support for the volunteers is most crucial.

Recommendation:

This interactive learning activity is a good preparation for volunteers and also helpful for the tutors. It could be used more often in the seminar context but also in the host organizations. Some participants asked for the instructions and wanted to use this in their organization to prepare host families or their teams for the new volunteers.

3.3 Day 3 – Accompaniment of volunteers and field visits

Objectives:

- ✓ Discuss and exchange ideas about requirements for qualified accompaniment.
- ✓ Reflect the expectations from various perspectives.
- ✓ Get insights on how others work with volunteers.
- ✓ Get an idea of project realities in and around Cebu.

3.3.1 World Café on volunteer accompaniment

The method “World Café” was used (3 rounds x 20 min). The participants could choose one out of three tables (one table reach round). At every table one chairperson facilitated the discussions about the following question:

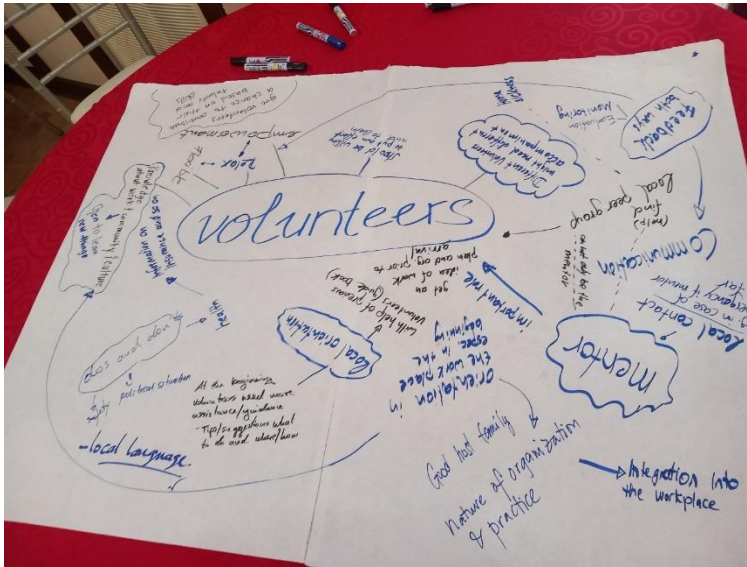
What does it need to offer quality accompaniment from different perspectives of the “actors”?

Results:

Volunteers

- Orientation for daily life (safety issues and so on)
- At Workplace:

- Empowering the volunteers
- Relaxation (time to relax, to feel comfortable and so on)

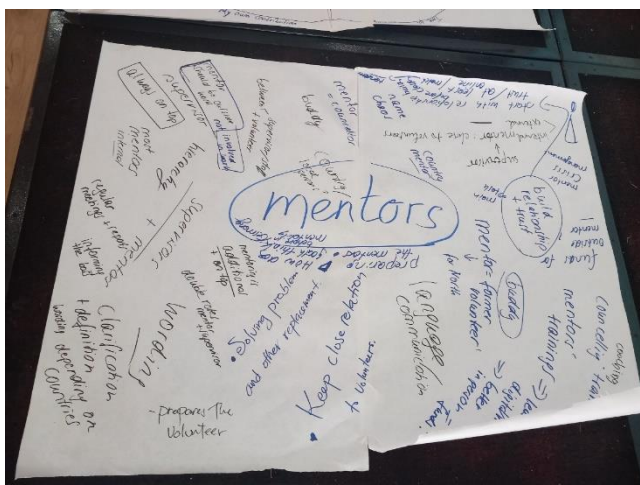


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Flip chart results on the topic "volunteers".

Mentors

- Overall Finding: Confusion on the wording mentor: Mentors inside (internal) or outside the working place?
- Define the wording between host and sending organizations
- To be a mentor is always on top of regular tasks
- Start to build the relationship already in Germany (in person?) or by digital meetings



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Flip chart results on the topic "mentors"

Host/Receiving Organizations and Supervisor/Instructor in the Work Place

- To give safe surroundings (explain the rules, provide the framework)
- There must be openness inside the organizations
- It needs time to do that
- One person who is responsible for the visa papers
- Need to provide a contact list (who to contact in emergency case)

Sending Organizations

- Selection process: matching with the host project needs to be good (involve the host organization in the process)
- Preparation of the volunteers (practical experience for the volunteers for example poverty in Germany to sensitize the volunteers to marginalized communities, reflective experience)
- Sharing the tools of preparation, to be complemented by the host organizations (seminars in the host country)
- Company (?): it should be clarified who is responsible for inviting the mentors to join the seminars; even digital sharing is important
- Clarifying the roles, becoming a counsellor as sending organization, not a problem solver



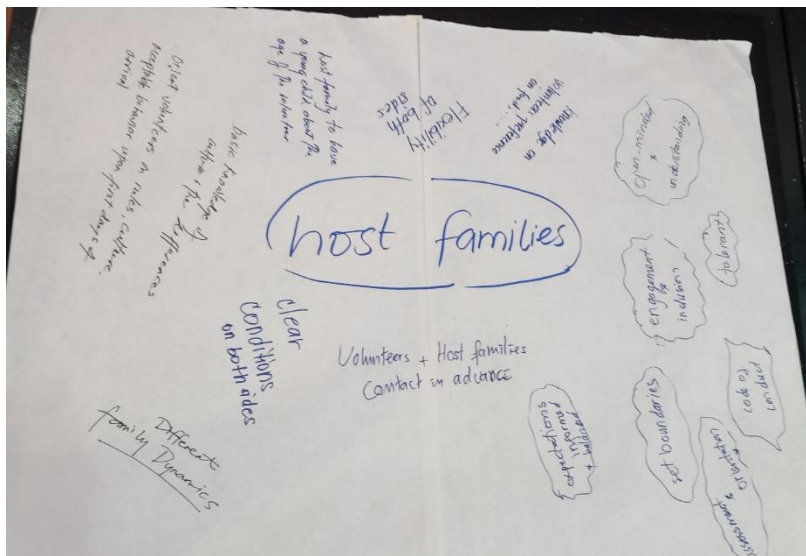
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Flip cart results on the topic “sending organisations”.

Host families

- Overall finding: Cultures and expectations are different
- Conditions and rules to live in a host family
- When to come home (hard to fulfil for 18year olds)

- Good practice: Volunteers can arrive in an independent apartment, and try the host family for two weeks, if they feel good, they can stay, if not they can stay at the project place



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Flip cart results on the topic “host families”.

3.3.2 Field Trips

The field trips were realized to four different weltwaerts partner organizations in the greater Cebu City area.

1. GIED
2. Don Bosco
3. Bidlisiw
4. JPIC

Participants were able to choose a partner organization based on their interests. The main idea was to get first-hand impressions of how volunteers are accompanied in these projects and get different perspectives on what was discussed in the previous session on accompaniment. Therefore, participants were invited to reflect on the following questions:

General Questions

- What are suitable and appropriate tasks that volunteers take on and thus support the partners effectively?
- Who carries out the guidance of the volunteers in the daily work?
- How much time is required to guide the volunteers as best as possible?

Asking the volunteers

- What benefits do the volunteers derive from this assignment here?
- What challenges do the volunteers face in this assignment?
- Is there room for own ideas/creativity for volunteers in this project? Give examples!
- How is the personal guidance/connection to a mentor going?
- How often are there conversations with the mentor?
- What experiences have been made here?

3.4 Day 4: South-North and open space

Objectives:

- ✓ Get essential information about weltwaerts South-North, especially for newcomers
- ✓ Exchange experiences about obstacles for the implementation of South-North weltwaerts and to come up with possible solutions
- ✓ Give room for newcomers to learn from others about the implementation of weltwaerts South-North

3.4.1 South-North program

Tina Hofmann from Engagement Global introduced basic facts and figures of the South-North program. In total, 3.878 volunteers participated in the program from 2013-2022. Most participants came from Colombia to Germany. For further details, see her presentation in the appendix.

After the introduction and a question and answer session on Tina Hofmann's presentation, participants could share experiences and obstacles with South-North by attending a world café. Six different topics were discussed on six tables; every 25 minutes' participants were invited to change the table. The first table was an opportunity for newcomers to discuss the possibilities to join the program or ask further basic questions.

1. Basic information for newcomer
2. Selection process
3. Preparation and training
4. Visa and organization issues
5. Accompaniment in Germany
6. Return and their integration

Results:

Table 1 – Basic information for newcomer:

- How can I get involved as sending organization and find another partner in Germany, if my partner is not engaged in the South-North weltwaerts or has no sufficient capacity to receive more volunteers per year?
- Funding of the BMZ includes accommodation, food, visa costs and pocket money during the weltwaerts stay in Germany.
- Funding of the BMZ is limited, so in 2022 850 volunteers were accepted to come to Germany. A German language certificate is required for a visa in Germany.
- Important for the volunteers: after returning to their home countries, they should engage with their experiences, so the program can work as a multiplier and inspiration for future South-North volunteers.
- Training / preparation seminars have to be implemented by the sending organizations. Important issues: to talk about expectations of volunteers as well as expectations of receiving partners and projects in Germany.
- The South-North component is an opportunity for new countries and new sending organizations.
- The period for volunteers to stay in Germany can vary from 6-18 months in the age range from 18 to 28 years, for volunteers with disabilities until 35 years.

Table 2 - Selecting process:

- Every January Engagement Global announces the opening of the weltwaerts South-North application process, and how many volunteers per country they can accept.
- Every country/organization has a different selecting process of participants in place. Besides language requirements, the motivation, soft skills, and former volunteering experience count for applying for the program.
- A challenge as sending organization: if you receive many suitable applications the selection of the volunteers can be difficult as there are limited places for each receiving organization.
- Every sending organization does interviews with pre-selected candidates.
- Another challenge is to achieve the first skills in German, which needs to be certified in the sending country.
- In the discussion, one suggestion would be to change the selection process schedule to a different period of the year as this fits better with some countries realities and processes.

Table 3 - Preparation and Training:

- This issue was not discussed as many of the attending organizations are not participating in South-North so far and were more interested in the other world café tables.

Table 4 - Visa process:

- The visa process takes very long as many different actors in the Philippines are involved: the sending organization, different Philippine authorities internal and external. During the pandemic, the visa process for the Philippine people to go abroad has changed and is now more complex than before. So you need to start as soon as possible by gathering and hand in all requirements (list is very long) to respective institutions/authorities.
- Immigration issues from the Philippines are beyond the sending organisation's control and can sometimes be denied.

Table 5 - Accompaniment in Germany:

- Budget issues as accommodation is quite expensive in Germany, so it is better to place foreign volunteers into German host families; also for guidance.
- It is a matter of costs for foreign volunteers to pay for language classes in their own countries before leaving to Germany.

Table 6 – Returnees:

- Best preparation is done in searching for volunteer commitment to return to their home country. Explore volunteer commitment – volunteers should have a solid commitment to volunteering.
- The receiving organization should have a contract between the volunteer and the sending organization.
- Returnees help in their home countries to develop the partnership between the receiving and sending organization. The sending organizations need to follow up with the returnees to be integrated in different activities to act as a multiplier for the South-North program.
- Some of the volunteers don't return because of new job offers/contracts in Germany, so this needs to be considered by the sending organization.



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Participants discussing challenges and experiences with weltwaerts South-North

3.4.2 Open Space

All participants were invited to offer and suggest topics for the open space session. After the suggestion process was closed, participants voted on two topics they would like to discuss. Therefore, the selection of the topics was realized. The following sessions produced following results:

Mental Health/Inclusion:

- A lot of German youths have experienced psychological diseases. This need not necessarily be a criteria for excluding candidates from the program, as it can also mean strong resilience.
- It should be well detected by the sending organization -> but not to reject but to support him*her the best.
- We are all no psychologists.
- Assessment forms as an instrument to talk about needs in the psyche with the volunteers (you can find the form in the appendix of this report).

Child protection:

- Includes many subtopics like data protection, photo protection and so on:
- Child protection policy of one organization as best practice: Every time they receive volunteers, they talk about the concept of child protection: e.g. tapping the shoulder → could be an unsafe touch

Carbon food print:

The group discussed possibilities of reducing the carbon footprint of volunteers:

- Travel without aircraft/plane
- Compensation of flights
- Every volunteer could plant 500 trees or we plant 500 trees for our volunteers

3.5 Day 5: Future collaboration and conclusion

Objectives:

- ✓ Think about future opportunities to collaborate,
- ✓ Build new networks over South-East-Asia
- ✓ Share experiences and (if possible) define next steps
- ✓ Summarize the conference topics and conclude the meeting

3.5.1 Future collaboration

The session started by introducing two good practice examples from India and South Africa. In a video the Weltwaerts India Network (WIN) presented its activities and shared their experiences as a network. The Southern African weltwaerts Network (SAWN) was introduced through quotes from an interview with a representative published on the weltwaerts website.

Contacts of the networks which already exist can be found in the partner newsletter (also interviews with the already existing networks): [Archiv - weltwaerts \[EN\]](#)

After that the participants were first divided into country groups and later shared their results in the plenary. The country groups were invited to discuss the following guiding questions:

1. How did the contact and network as weltwaerts partners in your country/region look like before this conference?
2. Which ways and opportunities for future collaboration do you see among weltwaerts partners in your country/region?
3. What would you be willing to contribute?

Results:

Cambodia

- We come from one country, but we don't/didn't know each other, so we would like to start a national network for sharing and supporting each other.

Philippines

- We opened up a facebook group, and the plan is to set a facebook-page (to exchange visa issues, experiences and so on)

Germany:

- Suggestion to have digital partner conferences, complementary to face to face conferences
- Partner workshops on different topics (contracts, monitoring ...)
- Networking with partner organizations after Covid-19 is much easier through online skills
- Sharing skills and expertise of partners during conferences

General:

- All groups expressed interest in forming a regional network for South-East-Asia.
- Regional level: we should build a network here, we need a focal point,
- meeting twice a year, it would be nice to get funds to meet in person
- Organize a regional conference or get-together (in the countries), depends on funds

Proposal of one participant: to insert photos of all participants in the participants list, as it is hard to remember the names. Everyone should ask the volunteers to take a photograph of him*her.

3.5.2 Thank you and farewell

Words of thanks from Tina Hofmann (Engagement Global/PSC)

- Thanks to the audience for sharing pleasure and experiences, will be incorporated into the program back home.

Cäcilie Raiser:

- Impressed by visiting projects, meeting the volunteers, experiences and opportunities, ensures me that it is worth working for the program, new networks and contacts.

Kirsten Sames and organization team:

- to all organizers, facilitators, Engagement Global/BMZ, Steering Committee member and so on



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Conference Group

Please contact the weltwärts coordination office (redaktion.weltwaerts@engagement-global.de) if you would like to see the complete version with further attachments (presentations, photo documentation of the results).

4 Imprint

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Layout

DMKZWO – Büro für Design, Markenführung, Kommunikation (Köln)
[Website of DMKZWO](#)

Pictures

Alvin Lim
Volunteers of Karl Kübel Stiftung
Volunteers of Don Bosco
Polaroid photo template cover page, [freepik](#)

As of

March 2023

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for Economic Cooperation
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