



## **Peace Work Institute Session 3**

Report of the study session held by

**YMCA Europe**

In co-operation with the  
European Youth Centre of the Council of Europe

European Youth Centre Strasbourg

**1 – 7 December 2013**



This report gives an account of various aspects of the study session. It has been produced by and is the responsibility of the educational team of the study session. It does not represent the official point of view of the Council of Europe.



## **Roots for Reconciliation Peace Work Institute Session 3**

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## 1. Introduction

YMCA Europe is the umbrella organisation of YMCAs in Europe and currently comprises 37 member and 7 cooperating YMCA movements across the European continent. It is a “working fellowship to strengthen movements where people grow in body, mind and spirit”.

“Roots for Reconciliation” project is an initiative of YMCA Europe whose major goal is to foster “Stronger youth activism toward peaceful transformation of conflicts in Europe, the region of South Caucasus especially considered”. At the time of the study session, the project was going through the second stage of implementation (the first stage was implemented in 2007 – 2011 period). The specific outcomes of the Roots for Reconciliation project are as follows:

1. Improved mutual trust and understanding sustaining between young people coming from conflict-affected areas.
2. Youth opinion leaders continue to act for a change in their sending organizations and respective communities as multipliers of peace culture and cross-border dialogue.
3. YMCAs in the region of South Caucasus maintain youth civic engagement initiatives for conflict-affected communities and active participation to regional or cross-border peace dialogue platforms.

During the 2012 – 2015 period, various activities will be implemented promoting peace and dialogue among the young people ranging from South Caucasus to the Balkans, Turkey to Russia, as well as representatives from other countries and regions.

This study session was the part of the wider framework of YMCA Europe Roots for Reconciliation project scheme – “Peace Work Institute” and was the final event of a series of 3 one week-long residential events. This project component presumes capacity building of selected 25 youth opinion leaders aged 18-30 from selected countries – mainly, but not limited to Caucasus and Balkans regions, and includes the following topics: peace work, conflict transformation, resolution and analysis; social media, digital activism and resource mobilisation.

Overall, there were 3 Peace Work Institute sessions conducted in various locations.

The first Peace Work Institute session was implemented in Istanbul, Turkey, in October 2012 and it involved 35 representatives from 18 countries, focusing on conflict analysis and transformation tools and methodologies. The main theme of Peace Work Institute session 2 in Yerevan, Armenia (held in June 2013), was to introduce the participants with various digital activism tools and to create online communication platforms that can be utilized to make further project planning and implementation more interactive and functional for project participants and more visible to wider public.

Upon completion of each session, various types of evaluation methods are applied to measure the learning outcomes of the event and impact on participants and to plan forthcoming activities according to the needs and interest of participants, to the extent possible.

The Peace Work Institute Session 3 was organised as study session from the 1 to 7 December 2013, in the European Youth Centre Strasbourg.

As part of the YMCA Europe Roots for Reconciliation implementation plan, in 2014 four follow-up Tandem Grant Tool projects will be implemented by the Peace Work Institute graduates.

They are clustered in tandem groups, which are designed to bring together young people representing different sides of conflicts. The tandem grants were developed as outcomes of this study session which short descriptions are enclosed in this report.

## 2. Aims and Objectives of the Study Session

### Aims:

- ✓ **To improve mutual trust and understanding between young people coming from conflict-affected areas of Europe;**
- ✓ **To empower youth opinion leaders acting for change in their sending organizations and respective communities as multipliers of peace culture and cross-border dialogue.**

### Objectives:

- ✓ **To develop participants' competences in conflict transformation by familiarising them with conflict transformation tools;**
- ✓ **To support participants to develop, deliver and take ownership for the respective follow-up activities (YMCA Europe Roots for Reconciliation Tandem Grant Tool projects);**
- ✓ **To explore and familiarise participants with the Council of Europe's activities and experience in the area of peace work involving young people.**

## 3. Participants' Profile

In total, 29 participants (15 male, 14 female, average age 26) took part in the study session and they represented 14 countries. 13 participants were YMCA staff (some of them acting as key professional leaders of respective organisations – National Executive Secretaries, Programme Directors, Board Chairman, etc.), 12 were YMCA volunteers, 4 were non-YMCA representatives of partner youth organisations from Cyprus and Turkey.

A significant number of participants were previously involved in Peace Work Institute sessions held in Istanbul and Yerevan and are involved in various capacities in Peace and Reconciliation work in their respective sending organisations. Most of them are experienced youth leaders in planning and implementation of events and activities on regular basis on grassroots level. Approximately 1/3 of participants was new and had been nominated by respective YMCA organisation and partner organisations.

The participants that graduate Peace Work Institute project module will be the key figures in respective Tandem Grant projects planned for 2014, - directly involved in planning, implementation and reporting of envisaged activities.

Two lecturers were involved in the delivery of specific educational modules of the curriculum, namely:

- ✓ Ms. Ankica Dragin (Serbia): involved in the Peace Work Institute as a lecturer / expert on Do No Harm methodology and conflict transformation topics. She delivered input on the Do No Harm approach of conflict sensitive project work and introduced the conflict mapping tool of a conflict context analysis.
- ✓ Mr. Juan Simoes Iglesias (Spain): YMCA Europe Secretary General delivered input on the occasion of the Volunteers Day (December 5), as well as facilitated the official closing of the session and YMCA Europe Roots for Reconciliation Peace Work Institute training series.



#### 4. Major Program Components

The session programme was designed and delivered in three logical sets, namely:

##### 5.1. Introductions and Sharing of Best Practices, including:

- (a) Introduction to the Council of Europe, the Youth Department, the European Youth Foundation, with specific focus on peace initiatives coordinated by the Youth Department of the Council of Europe, such as the Youth Peace Ambassadors project.
- (b) Sharing YMCAs conflict transformation work best practice examples from conflict regions such as: Northern Ireland, Kosovo<sup>1</sup> and Armenia;
- (c) Presentation about YMCA peace work in general, in particular on YMCA Europe Roots for Reconciliation project and its impact orientation plan in relation to this specific study session.

### **5.2. Capacity Building and Action Planning in Conflict Transformation Work, including:**

- (a) Do No Harm matrix as an action planning tool in conflict-prone and diversity-sensitive situations;
- (b) Conflict Context Analysis with practical exercise on its application within the Roots for Reconciliation Tandem Grant Tool projects' action planning;
- (c) Project Cycle Management with practical exercise on its application within the Roots for Reconciliation Tandem Grant Tool projects' action planning;
- (d) Risk Assessment with practical exercise on its application within the Roots for Reconciliation Tandem Grant Tool T projects' action planning.

### **5.3. Trust and Group Building Activities, including:**

- (a) Home-group and tandem-group tools;
- (b) Group building activities;
- (c) Personal reflections – 'What Does Peace Mean to Me';
- (d) Intercultural and Volunteers' Day evening programmes.

Various tools and methods were used to deliver above-mentioned modules to participants: all based on non-formal education methodologies.

## **6. The Programme of the Study Session**

### **6.1. Introduction to Council of Europe Work and the European Youth Foundation**

Aims:

- ✓ To introduce the Council of Europe and its work in the youth field;
- ✓ To explore structure, functions and realities of the Youth Department of the Council of Europe;
- ✓ To reflect on the values of the Council of Europe and the Youth Department in particular;
- ✓ To link the Council of Europe's Youth Department core values to the projects that participants are developing.

The session was implemented as an interactive quiz presentation enabling participants to learn about most important aspects of the Council of Europe and the Youth Department.

The core values of the Council of Europe, the difference between the Council of Europe and the EU (European Union), co-management system and the European Youth Foundation were addressed. The programme also included presentations of the Youth Ambassadors Project, the No Hate Speech Movement and other activities of the Youth Department.

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<sup>1</sup>All reference to Kosovo, whether to the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.



The participants learned about the Council of Europe and the Youth Department's work in the youth field, its structure, functions and core values. The session raised discussions upon issues such as how the decision of the European Court of Human Rights are implemented; what is the status of unrecognised regions and how they can be involved in the promotion of human rights values in collaboration with the Council of Europe. There was a specific interest on the presentation of the Council of Europe peace work, particularly for the Youth Peace Ambassadors project and the No Hate Speech Movement.



## **6.2. Sharing YMCA's conflict transformation work best practice examples from Northern Ireland, Kosovo and Armenia – facilitated by Rachel Dyne**

Aims:

- ✓ The aim of the session was to introduce the participants with peace work being implemented by YMCAs in Ireland, Kosovo and Armenia and to learn new approaches by the practices presented.

### **Best Practice 1**

Darryn Causby and Andy Hamilton from YMCA Ireland provided information about their personal experiences living in Northern Ireland and the peace work they are involved in to facilitate the dialogue between conflicting sides (Protestant Loyalists & Catholic Unionists); YMCA implements "Reconciliation & Peace Peer Initiative" that brings young people from both

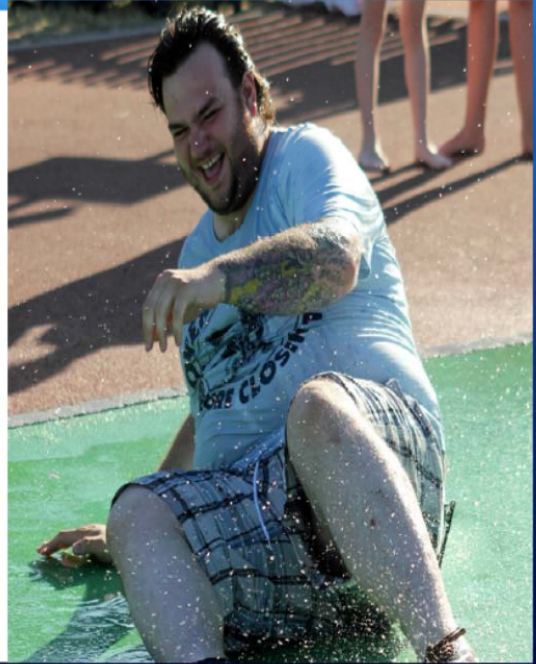
sides and involves them in various educational, sport and entertainment activities – in order to develop trust and foster tolerance and understanding.

## Investing in leaders

### Reconciliation and Peace Peer Initiative

#### Living With Diversity

- + Self awareness and prejudice awareness
- + Exploring inequality and history
- + Group facilitation skills on contentious issues
- + Understanding and managing conflict
- + The exploration of healing and reconciliation



### **Best practice 2**

Lusine Vardanyan and Tatul Bostanjyan from Armenia shared about camps that YMCA Armenia conducts for ethnic Armenian refugee children from Syria – the work is centred on holding week-long residential sessions for children and youth aged 6 – 16 and involving representatives of both the local community and refugees. The program aims at engaging them in various educational, sport and entertainment activities and therefore fostering their integration in host community and stress-relief.

### **Best practice 3**

Adrian Davies, Dorina Lluka and Adrian Sheremeti introduced the work that is done in Kosovo to support the marginalised members of the community and therefore to foster cross-community and cross-cultural dialogue.

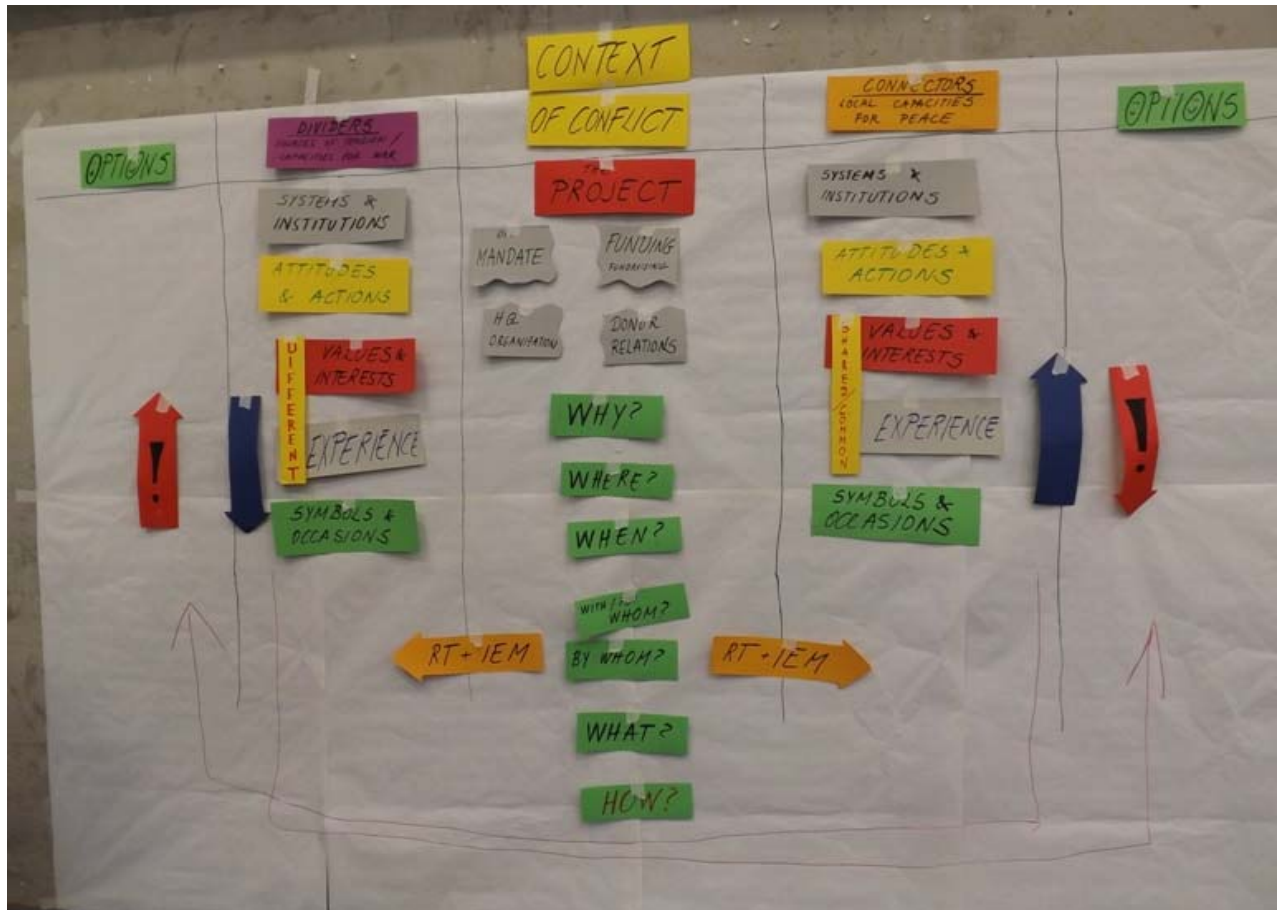
### **6.3. Conflict Context Analysis – facilitated by Ankica Dragin**

Aim:

- ✓ introducing the participants to the Conflict Mapping Analysis tool applicable in their respective Tandem Grant Tool project proposal development in line with the Do No Harm\* approach.

This enabled participants to:

- ✓ list the key concepts related to the Conflict Mapping tool and its methods of utilization;
- ✓ explain how Conflict Mapping relates to the Do No Harm approach;
- ✓ recognize and present examples of conflicts in their own context by using this tool;
- ✓ map the conflict(s) in their communities and explain which one(s), why and how they will address it/them by implementing the Tandem Grant Tool project.



The participants were introduced to the “Conflict Mapping Analysis” tool through various sets of exercises, individual and group work modules and subsequently were equipped with the knowledge that enables to be familiar with the tool and how to use it, as well as its practical application in respective Tandem Grant Project planning and implementation process.

The Do No Harm Matrix was used as a project cycle management tool, considering different stages of the cycle, including context analysis, result chain, risk assessment, etc. As a result, the participants on the one hand internalised and practically experienced the application of Do No Harm as a relevant project cycle management tool, especially in conflict prone situations. On the other hand, they reached tangible results in putting together the concept of their tandem grant projects in unified matrix and mapping specific conflict issues.

This module was especially significant as the projects will be implemented in sensitive settings and careful planning and consideration of all aspects is the key for successfully carrying out all envisaged plans.

\* Note about the Do No Harm Programme:

This programme has been a leader in conflict sensitive tools and techniques since the mid-1990s. The aim of the programme is to develop practical methods for addressing the impacts of assistance on a conflict of context, and to help practitioners consider the unintended negative impacts of their well-intended work. The Programme's keystone tool, the Do No Harm Framework for Analysing the Impact of Aid on Conflict, is a leading methodology for conflict sensitivity. It has been widely incorporated by aid organisations working in the fields of development, humanitarian response, and peace-building. (Source: Peace & Collaborative Development Network)

#### **6.4. Project Cycle Management – facilitated by Revaz Shavladze**

Aims:

Introduction of participants to the Project Cycle Management tools, particularly focusing on specific components of project proposal writing, with subsequent results being:

- ✓ (Increased) awareness and knowledge of project writing tools and methods;
- ✓ Opportunity to elaborate joint Tandem Grant Tool project proposals;
- ✓ Working together with future project partners in person and therefore making the process more effective and collaborative;
- ✓ Actual project drafts for future implementation within Roots for Reconciliation Tandem Grant Tool instrument.

The first part of the session was delivered in narrative form supported by PowerPoint presentation and other visual displays via projector/laptop. The session content provided information about the cycles of project and the importance of proper project management in order to achieve set results; it also focused on the “Logical Framework Approach” tool and its application, as well as project timeframe and budget aspects, among others.

The narrative part of the session was followed by practical work by participants in their respective tandem groups. By the end of the session, there was a feedback on the results of practical work – each group presented the drafts of joint Tandem Grant Tool project proposals that will initiate and be implemented in 2014.

The participants were introduced with the Project Cycle Management methodology and tools, especially focusing on project proposal writing aspect – enabling them to jointly work on Tandem Grant project proposals together with tandem partners and with specific results in place already during the Session.

#### **Outcomes of the working groups/tandem groups:**

##### **1. Tandem Group Armenia-Turkey**

Title: Get2Gather – Peace Culture and Cross-Border Dialogue among Youth Opinion Leaders

Why: To promote peace culture education and cross-border dialogue

Where: Preparation meeting in Yerevan Study Visit in Istanbul

When: Preparation meeting in spring (May 2014); Study Visit in Autumn (October 2014)

Who: YMCA Europe, YKV, YMCA Armenia

## **2. Tandem Group Balkans**

Title: Bridges for the Future

Key Issues: En-Suring Constructive (Safe) Communication

Aim: Interactive and relevant training

Objectives: Communication; Build bridges; Help each other to grow; Share knowledge and Experience

Where: Kosovo

What: Developing leadership skills; Knowledge development; Develop collaboration; Share good practices; Spread youth-led messages; Educate youth people in all places in Europe

Methods: Plenary inputs, presentations, lectures; Workshops; Individual work; Small group discussions; Case studies and real life experience; Cultural showcase evening; Visits to examples of balance within Kosovo; Exposure to local context of balance; Digital activism, methods and Tools; "Do No Harm" risk assessment;

Outcomes: Strengthening the region –networking; Transmit Pan European Messages; Capacity building;

Risks: The training may become divider instead of connector; Local capacity of dealing with the intercultural dialogue in the follow up activities.

## **3. Tandem Group Georgia -Russia**

Title: Together for change

Key Issue: Alienation process between Russian and Georgian communities including youth

Involvement of various stakeholders: YMCAs; Local authorities; Diaspora; Mass media, Youth; Ministry of youth and sport;

Why: To bring the young people together from Georgia and Russia in order to contribute to the reduction of alienation process;

Where: • RUSSIA- Ivanovo, Moscow, Yaroslavl; • GEORGIA-Ureki (camp Orange)

When: August 2015 in Russia and August 2015 in Georgia

What:

- Creating an international planning team

- Exchange visits: Seminars on teambuilding; Seminars on intercultural learning; Cultural visits; Exploring local work/context/YMCA International camp/festival; Host family stays; Sightseeing; Meeting local authorities;

Outcomes: International trained team/practiced module of study visits; Experienced young leaders

Prepared module for future work; improved partnership at local level; Intercultural experiences;

Risks: Misunderstandings and negative reactions in the media; Lack of planning can lead to challenges in implementation.

## **4. Tandem Group Nagorno-Karabakh**

Title: Study visit to Nagorno-Karabakh (Artsakh)

Why: To find out more about the situation in Nagorno-Karabakh and how the situation there affects young people;

Where: Several locations

When: September/October 2014

Who: YMCAs from Europe

What: Official meetings; Meetings with NGOs and young people; Develop video about the situation of young people and learning of the participants in study visit; Organise activities for intercultural learning;



Outcomes: International integration; Development of young people and organisations in the region.

### **6.5. Risk Assessment – facilitated by Vardan Hambardzumyan**

Aims:

To develop participants' competences in conflict transformation work through mastering their knowledge in Do No Harm approach and through exercising it as a risk assessment tool for the follow-up Tandem Grant Tool projects within the Roots for Reconciliation implementation plan 2014. This was aimed to ensure:

- ✓ Collaborative dynamics in tandem groups.
- ✓ 'Ethical Codes' on each Tandem Grant Tool project as output.

The participants acquired knowledge about Risk Assessment tool and its practical application within forthcoming Tandem Grant Tool projects, ensuring the elaboration of specific "Ethical Codes" for the implementation work of each respective Tandem Projects. As a result, they have prepared the list of most obvious dividers and connectors in their respective project settings, the dividers to be aware of during the planning and implementation process and the connectors to base the process on.

### **6.6. Trust and Group Building Activities – facilitated by Planning Team**

#### **A) Home Groups and Tandem Groups**

On the first day of the study session, the participants were divided into so-called home-groups – purposeful joining of people during the event in order to ensure active participation into the activities and consistent feedback from their side. Upon completion of each session day, home-groups (with specific distinctive names made up by group members themselves) were reviewing the programme components and provided feedback to event facilitators – thus giving the team the opportunity to make necessary amendments/changes in the working program based on the comments and recommendations collected from the home groups. Each home group had a special set of responsibilities on selected days in order to ensure the uninterrupted working process and overall group dynamics. The home-groups were created with maximum consideration of balanced national, gender and age factors. This served as an added value of breaking the barriers among participants representing different (sometimes conflicting) cultural and religious backgrounds and therefore ensuring the creation of a safe space and amiable relations.

The Tandem Groups were designed to bring together representatives of different sides in conflict. The main aim of the tandem groups was to facilitate the Roots for Reconciliation Tandem Grant Tool project proposal development through exercise and joint work, yet it had a clear added value as a trust-building tool. Through spending time together on specific tasks, the members of the tandem groups built amiable relations and somehow developed a kind of positive sense of cross-border or regional belonging.

#### **B) Group Building Activities – Facilitated by Dorina Lluka**

Activity 1. Crossing the River;

Activity 2. Creating the Machines.

Aims:

- ✓ To build team spirit and to promote cooperation;
- ✓ To encourage positive towards with other people;

- ✓ To give the participants the experience of teambuilding games and activities so they learn and share with their peers back home

The activities encouraged cooperation and creative thinking in order to overcome obstacles in joint and coordinated fashion. The activities were designed to make sure that decisions are made based on communication and solutions are found by the whole team.

1. "Crossing the River" description:

The challenge was to cross the river in coordinated way as a team (the group was divided in 3 small groups).

Each group had about 10 people with 5 pieces of A4 paper on the floor for each of the groups. They could only pass the river by stepping on the papers all the team. It means they had to be in couples standing in one paper and if someone stepped out of the paper they had to start over again to organise themselves on the papers.

2. "Creating the Machines" description:

The challenge was to create transport machines with bodies as a group (the group was divided in 6 groups). They had to consult and create forms of cars, airplane, trains, and present them to others. This needed to be achieved only via teamwork and creativity. Sound signals were not allowed.

The activities facilitated the group dynamics and helped to bring them closer via promoting intense communication, cooperation and coordination among all members of the group.

**C) Personal Reflections on 'What Does Peace Mean to Me' – facilitated by Rachel Dyne**

Aims

- ✓ To learn about each other's motivation for peace work and to hear their stories;
- ✓ To practice self-reflection as to what our own motivation is behind us being in peace work.

Participants were given time to draw / create their own river with a focus on events in their life that motivated them to be the part of peace work. Once the River of Life had been drawn / created the participants went into their groups and they had the opportunity to share with their groups their story.

The participants had the opportunity to express themselves in creative fashion and to learn and share about each other's motivation for being involved in peace work. The activity was very strong and opened up a lot of reflection to participants; within the small groups participants shared a lot of personal stories and inspired each other.

**D) Intercultural Dialogue Game – facilitated by Ivana Davidowska and Marius Pop**

Aims:

- ✓ To introduce participants with new approaches in peace work and conflict transformation;
- ✓ To reflect on intercultural dialogue aspects in their tandem projects.

The activity was the combination of simulation exercise, input presentation and reflecting on their tandem projects and local realities. One of the aspects of the session was to introduce the

T-kit “Youth Transforming conflict” therefore most of the educational activities in the session were used from this manual.

### **E) Intercultural Evening – facilitated by Dorina Lluka and Adrian Davies**

Aims:

- ✓ To share and promote peace and love;
- ✓ To encourage finding role models of peace and positive examples from participants’ countries;
- ✓ To give the participants the experience of sharing and receiving from others the symbols of peace.

The activity was divided in three parts. The first activity was the creation of “The wall of good role models”. Representatives of each participating country were encouraged to bring forward the picture/symbol of someone/something that stands as a role model of peace. They were given this task in advance, so each national group came to the event with already determined symbol. Each representative had time to explain to the entire group what the reasons behind their choice were.

The second part of the activity was called “food garden” as a symbol of peace. Participants brought national food and drinks (non-alcohol only) as a symbol of sharing and caring.

The third part included music from involved countries and teaching national dances to other members of the group.

This module was particularly enriching in terms of raising awareness of the participants about the countries, cultures & values they represent. It also helped to bring the group even closer and to strengthen the amiable atmosphere.

### **6.7. Volunteer’s Day – facilitated by Juan Simoes Iglesias**

The activity took place on 5 December, the International Volunteer Day. The General Secretary of YMCA Europe, Juan Simoes Iglesias, delivered the session, highlighting and acknowledging the significance of volunteerism in general and the great contribution of volunteer workers in the growth and development of YMCA movement in particular. YMCA is a volunteer-based organisation and large amount of work it does is implemented by volunteers.

The participants gained the information about the work of YMCA Europe and the significance of volunteer’s contribution in the growth and development of YMCA movement on the continent and beyond.

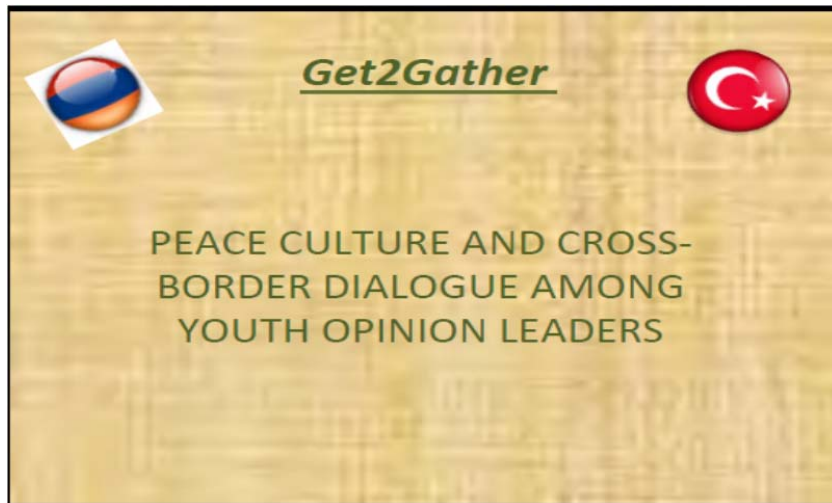
## **7. Main Outcomes and Learning Points of the Study Session**

### **1. Tandem Grant Tool Projects**

There were amiable dynamics and effective work in tandem groups predominantly composed of young people representing conflict sides. The main result is the creation of 4 Tandem Grant projects ready for implementation in 2014 within the framework of the YMCA Europe Roots for Reconciliation project, namely:

- ✓ Exchange visits between Georgia and Russia;
- ✓ Regional event in the West-Balkans involving Serbia, “the former Yugoslav Republic of Macedonia”, Kosovo, Bosnia Herzegovina;
- ✓ Study visit to Nagorno-Karabakh.





Upon the implementation of the resultant action plans, the participants will have the opportunity to get acquainted with local work activities of respective tandem partners and develop personal and organisational skills; to build up and strengthen partnership relations and plan future joint actions; to meet the peers and members of “conflicting side” and foster friendly relations; to act as ambassadors/multipliers/advocates of peace and reconciliation in their own respective communities.

## **2. Knowledge**

- (a) About the Council of Europe and the European Youth Foundation, especially peace culture education and intercultural dialogue initiatives supported by them and instruments used to this end.
- (b) About YMCAs best practices in conflict transformation work - Northern Ireland, Kosovo and Armenia
- (c) About the history and future plans of YMCA peace work, especially YMCA Europe Roots for Reconciliation project.

## **3. Skills**

- (a) Do No Harm approach and its application through matrix;
- (b) Conflict Context Analysis and its application through Conflict Mapping;
- (c) Project Cycle Management and its application through “6W” Exercise;
- (d) Risk Assessment and its application through Dividers / Connectors and Resource Transfer / Implicit Ethical Messages Exercise.

## **4. Attitudes**

Trust and amiable relations between young people representing different conflict sides, opening them up for sincere personal reflections, positive and effective group dynamics, intercultural dialogue and learning.

**Note:** YMCA Europe has adopted ‘Peace, Justice and Democracy’ as a priority and signature programme area within its Strategy 2011 – 2016. This study session was clearly in line with this Strategy and its implementation plan. As mentioned above it is also an integral part of the YMCA Europe Roots for Reconciliation long-term programme initiative successfully ongoing since 2007. This event brought together representatives of 14 YMCA Europe member and

cooperating movements, most importantly establishing cross-border cooperation between constituents representing countries or territories in conflict with each other.

Based on the results of the post-event learning evaluation, launched three weeks after the event using Survey Monkey online tool and responded by all the participants of the Study Session, the following can be declared as key outcomes:

- ✓ 97% of the participants agreed that the study session improved mutual trust and understanding between young people coming from conflict sides;
- ✓ The same 97% agreed that the event empowered him/her to act as an opinion leader and multiplier of peace culture and cross-border dialogue;
- ✓ 80% - agree or strongly agree with gaining increased competences in various conflict transformation tools;
- ✓ 85% - with feeling ownership over Tandem Grant Tool project;
- ✓ 81% - with having chance to explore the Council of Europe peace-work involving young people.

Moreover, based on the results of the post-event survey:

- ✓ 100% of the participants agreed that at the Peace Work Institute Study Session positive group dynamics was set-up and carried on through the entire event;
- ✓ 96% - that safe space was created and that conflict and diversity sensitive facilitation was in place;
- ✓ 96% - that participants expectations were taken into consideration and 81% - that individual needs of participants were taken into account;
- ✓ 96% of the participants declared that there was a clear logic in the event programme and 84% - that at the study session the balance between theory and practice was well maintained;
- ✓ 92% felt that there was enough free time provided, and high 96% that team attitude and behaviour of the organisers sustained through the whole event;
- ✓ 96% of the participants believe that realistic follow-up roadmap was offered to them beyond this Peace Work Institute Study Session.

## 8. Expected Impact and Follow-up Activities

During 2014, there will be four follow-up Tandem Grant Tool projects implemented - facilitated by the Peace Work Institute graduates.

As already highlighted, this action plans will be:

- ✓ Exchange visits between Georgia and Russia
- ✓ Exchange visits between Armenia and Turkey
- ✓ Regional event in the West-Balkans involving Serbia, Macedonia, Kosovo, Bosnia and Herzegovina
- ✓ Study visit to Nagorno-Karabakh

Via exchange and study, the groups of 8-12 mainly young people will visit the “conflicting side” partners and be involved in a variety of activities envisaged individually by Tandem Grant partner.

### WHY?

To bring the young people together from Georgia and Russia in order to contribute to the reduction of alienation process



The activities will include meeting with peers and joint group activities, working on future cooperation plans, sightseeing, etc.

The regional event in Kosovo in fall 2014 will bring together young people from Balkan countries aiming to foster the dialogue and understanding among “conflicting side” representatives and to create the platform that will act as advocates of peace and reconciliation in their respective communities.

These projects will foster peace and dialogue initiatives between respective conflicting sides, as well as will contribute to developing and growing of management and leadership skills of those involved in project implementation – eventually resulting in the development of organisations they represent.

In 2015, within the Roots for Reconciliation project, it is envisaged to conduct the Peace Work Institute Reunion for follow-up of its graduates and evaluation of the results of the tandem projects. The Reunion is also planned to be the starting point of the overall Roots for Reconciliation project externally facilitated Outcome Evaluation and Impact Assessment process, where most of the Peace Work Institute graduates are supposed to assume participation into the assessment team. YMCA Europe plans to apply for holding this Reunion in the European Youth Centre Budapest, thus seeking the continued cooperation of the Council of Europe within this initiative.

## 9. Evaluation Methodology

Within the Roots for Reconciliation Peace Work Institute module in general, and this session in particular, YMCA Europe applies a complex of baseline analyses and evaluation framework, considering:

- ✓ Pre-event online survey, using “Survey Monkey” software and aimed at clarifying the participant’s expectations.
- ✓ On-spot daily reviews, using the home groups
- ✓ On-spot end-of-event reaction evaluation, including round of open (verbal) comments by each participant and facilitator, and Talking Wall exercise;
- ✓ Participants’ testimonials, blogs, pictures posted or shared at YMCA Europe Roots for Reconciliation Facebook page. Please consult:  
<https://www.facebook.com/Rootsforreconciliation>
- ✓ Post-event online survey using Survey Monkey software and aimed at learning evaluation of the session;
- ✓ In 2015 YMCA Europe plans to commission the Roots for Reconciliation externally facilitated Outcome Evaluation and Impact Assessment, which will include behaviour evaluation and impact assessment of this particular session and its follow-up Tandem Grant Tool projects.

Apart from this report and the attachments packaged with it, we would recommend visiting ‘YMCA Europe Roots for Reconciliation’ Facebook page, which provides excellent visual timeline and account of the Peace Work Institute Study Session, including special video and photo outlets on its outcomes, which can be also directly accessed through the links below:

- ✓ Video account: <http://www.youtube.com/watch?v=QU1m6g5viZA>
- ✓ Photo account: <https://www.youtube.com/watch?v=QMx34weNJ3M>

## 10. General Conclusion

Overall, the YMCA Europe Roots for Reconciliation Peace Work Institute study session at the European Youth Centre Strasbourg was largely implemented as planned. The process ran fairly smoothly, with minor shifts of content units within the given time frame to allow more time for participants' inputs and discussions, as well as to manage incurring logistical issues along the way. The overall training atmosphere was good and positive with participants being actively participating and involved in the process and focusing intently on the respective individual and group assignments. All due tasks were elaborated and delivered.

We think that some testimonials from the participant themselves will speak more eloquently about how very much robust event the study session was:

**"A very well organised conference by an outstanding team who themselves are extremely talented. It was extremely professional and gave us a taste of what the world out there is like. The skills gained were very applicable to everyday situations, and it opened doors to new thinking and new opportunities and I am extremely privileged to have been included. Thank you to all the sponsors of the conference and the hard working teams who made it happen and for giving me this opportunity, I have developed so much, and now have a drive to learn even more and deliver the message and do what I can in my means to drive this passion into action." (Frah Saeed, UK)**

**"Roots for Reconciliation has been a life-changing experience for me. I've changed my point of view about a lot of things and I had opportunity to change others point of view too. I met a lot of amazing people and made new friends all over Europe. I hope this project will continue not only with tandem projects but also with unity of all the participants." (Ani Kalabegashvili, Georgia)**

**"Dear ALL! Many thanks for the given opportunity to be there in Strasbourg with you, to really feel that feeling of share, care, commitment to the common idea! That was the best time that we could have right before Christmas. We became much more opened to each other, being truly involved in what we are doing. Can't wait for the Tandem groups projects to take place. Ready to work on them! Have a great successful, happy and inspiring year! Bless you!" (Marina Martynenko, Russia).**

## **Annex 1: Daily Programme**

### **Sunday, 1 December**

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19h00 – 21h30: Dinner / Welcome of Participants / Introduction to “House Rules”/ Reimbursement Forms & Procedures.

### **Monday, 2 December**

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08h00 – 09h30: Breakfast.

09h30 – 09h45: Message of the day / welcome speech

09h45 – 10h00: Welcome by Educational Advisor and Planning Team members

10h00 – 10h30: Participants’ Name Round/‘Tea Party’ – getting to know each other game

10h30 – 10h50: Plenary Intro to the event programme and feedback to the group expectations

10h50 – 11h00: Home-groups set up / task definition

11h00 – 11h30: Break.

11h30- 11h35: Home-groups come up to plenary with their names

11h35 – 11h45: Warm up before Intro to Council of Europe

11h45 – 12h20: Interactive quiz on the Council of Europe and the Youth Department

12h20 – 13h40: Council of Europe Youth Department projects

12h40 – 12h45: Closing

12h45 – 14h15: Lunch break

14h15 – 14h45: Warm-up Energizers (Home-groups) – Explore the “House” - Rezi

14h45-15h10: Group Building / Group Dynamics Activity

15h10- 15h40: Challenge of Creating Transport Machines

15h40-16h00: Plenary discussion about how participants experienced the activities

16h00 – 16h30: Break.

16h30 – 16h40: Introduction to Session ‘What Does Peace Mean to Me’

16h40 – 16h50: Individual exercise ‘River of Life’

16h50 – 17h45: Split into groups and share stories with each other in respective Tandem Groups

17h45 – 18h15: Plenary/Home-Groups Review

18h15 – 18h55: Home-Groups Feedback

19h00 – 20h00: Dinner

20h00 – 24h00: Free Evening

### **Tuesday, 3 December**

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08h00 – 09h30: Breakfast.

09h30 – 09h45: Message of the Day

9h45 – 10h15: Introduction to Council of Europe Peace Work

10h15 – 10h30: Questions & Answers

10h30 – 10h55: Best practice in conflict transformation work - sharing from YMCA in Northern Ireland

10h55 – 11h00: Questions & Answers

11h00 – 11h30: Break.

11:30 – 12.00: Best practice in conflict transformation work - sharing from YMCA in Kosovo

12h00 – 12h05: Questions & Answers

12h05 – 12h35: Best practice in conflict transformation work - sharing from YMCA in Armenia

12h35 – 12h40: Questions & Answers

12h40 – 12h45: Wrap up  
12h45 – 14h15: Lunch break  
14h15 – 14h45: Warm-up Energizers (Home-group)  
*14h45-16h00: Intercultural Dialogue Game 'Two World Views'*  
16h00 – 16h30: Break.  
*16h30–16h50: Plenary input on Intercultural Dialogue*  
*16h50-17h10: Intercultural Dialogue - 'Rosebush' exercise - Individual*  
*17h10 -17h45: Intercultural Dialogue - 'Values Tree' – Group Exercise*  
17h45 – 18h15: Home-Groups Review  
18h15 – 18h55: Home-Groups Feedback  
19h00 – 20h00: Dinner  
20h30 – 24h00: Intercultural Evening

### **Wednesday, 4 December**

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08h00 – 09h30: Breakfast.  
09h30 – 09h45: Message of the Day  
9h45 – 10h05: Plenary recap on Roots for Reconciliation Tandem Grant Tool; homework review; aim and objectives of consequent sessions on Conflict Context Analysis, Project Cycle Management and Risk Assessment; set-up / replenishment of Tandem Groups  
10h05 – 10h15: Plenary Questions & Answers  
10h15 – 10h50: Plenary presentation - Revisiting Do No Harm matrix  
10h50 – 11h00: Plenary Questions & Answers  
11h00 – 11h30: Break.  
11h30 – 12h00: Plenary presentation - Introduction to Conflict Context Analysis, Conflict Mapping  
12h00 – 12h10: Plenary Questions & Answers  
12h10 – 12h20: Plenary instructions on Conflict Mapping group work  
12h20 – 12h45: Work in Tandem Groups / Conflict Mapping within Action Plans of specific Tandem Grant Tool initiatives (backstopping by the assigned Planning Team members)  
12h45 – 14h15: Lunch break and free afternoon.  
18h45 – 20h00: Dinner in the City  
20h00 – 24h00: Free Evening

### **Thursday, 5 December**

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08h00 – 09h30: Breakfast.  
09h30 – 09h45: Message of the Day  
9h45 – 11h00: Continuation of work in Tandem Groups / Conflict Mapping within Action Plans of specific Tandem Grant Tool initiatives (backstopping by the assigned Planning Team members)  
11h00 – 11h30: Break.  
11h30 – 11h50: Plenary presentations of group work results on Conflict Mapping (Tandem Groups)  
11h50 – 12h05: Plenary wrap-up of Conflict Context Analysis session  
12h05 – 12h35: Plenary presentation - Introduction to Project Cycle Management  
12h35 – 12h45: Plenary Questions & Answers  
12h45 – 14h15: Lunch break  
14h15 – 14h45: Warm-up Energizers (Home-group)  
14h45 – 14h55: Plenary instructions on Project Cycle Management group work  
14h55 – 16h00: Work in Tandem Groups / Project Logic within Action Plans of specific Tandem Grant Tool initiatives (backstopping by the assigned Planning Team members)  
16h00 – 16h30: Break.

16h30 – 17h10: Continuation of work in Tandem Groups / Project Logic within Action Plans of specific Tandem Grant Tool initiatives (backstopping by the assigned Planning Team members)  
17h10 – 17h30: Plenary presentations of group work results on Project Logic (Tandem Groups)  
17h30 – 17h45: Plenary wrap-up of Project Cycle Management session  
17h45 – 18h15: Home-Groups Review  
18h15 – 18h55: Home-Groups Feedback  
19h00 – 20h00: Dinner  
20h00 – 24h00: Volunteers Day

### **Friday, December 6<sup>th</sup>**

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08h00 – 09h30: Breakfast.  
09h30 – 09h45: Message of the Day  
9h45 – 10h15: Plenary presentation - Introduction to Risk Assessment  
10h15 – 10h25: Plenary Questions & Answers  
10h25 – 10h35: Plenary instructions on Risk Assessment group work  
10h35 – 11h00: Work in Tandem Groups / Ethical Code within Action Plans of specific Tandem Grant Tool initiatives (backstopping by the assigned Planning Team members)  
11h00 – 11h30: Break.  
11h30 – 12h05: Continuation of work in Tandem Groups / Ethical Code within Action Plans of specific Tandem Grant Tool initiatives (backstopping by the assigned Planning Team members)  
12h05 – 12h35: Plenary presentations of group work results on Ethical Code (Tandem Groups)  
12h35 – 12h45: Plenary wrap-up of Risk Assessment session and instructions on Action Plans fine-tuning group work  
12h45 – 14h15: Lunch break  
14h15 – 14h45: Warm-up Energizers (Home-group)  
14h45 – 15h10: Work in Tandem Groups / Action Plans fine-tuning (backstopping by the assigned Planning Team members)  
15h10 – 15h50: Plenary showcase of Action Plans within Roots for Reconciliation Tandem Grant Tool initiatives, Conflict Mapping, Project Logic, Ethical Code, all integrated (Tandem Groups)  
15h50 – 16h00: Plenary wrap-up of Action Plans session  
16h00 – 16h30: Break.  
16:30 – 17:45: Evaluation of the Seminar  
17:45 – 18:45: Official Closing  
19h00 – 20h00: Dinner  
20:00 – 24:00: Farewell Evening

## Annex 2: The List of Participants

Name & Surname	Organization/Country
Lusine Vardanyan	YMCA Armenia
Tatul Bostanjyan	YMCA Armenia
Vardan Hambardzumyan*	YMCA Europe
Alena Velagic	YMCA Bosnia & Herzegovina
Christina Kyriakou	Cyprus
Ani Kalabegashvili	YMCA Georgia
Kristina Arakelova	YMCA Georgia
Zura Akhaladze	YMCA Georgia
Rezi Shavladze*	YMCA Europe
Davit Melkumyan	YMCA Artsakh
Vladimir Ghulyan	YMCA Artsakh
Dorina Lluka*	YMCA Kosovo
Adrian Sheremeti	YMCA Kosovo <sup>2</sup>
Adrian Davies	YMCA Kosovo
Katerina Kimovska	YMCA Macedonia
Viktor Iliev	YMCA Macedonia
Gerard Tosserams	YMCA Netherlands
Andrew Hamilton	YMCA Northern Ireland
Darryn Causby	YMCA Northern Ireland
Marius Pop*	YMCA Europe

<sup>2</sup> Throughout this text, all reference to Kosovo, whether to the territory, institutions or population shall be understood in full compliance with United Nations Security Council Resolution 1244 (1999) and without prejudice to the status of Kosovo.



Anastasia Tsygankova	YMCA Russia
Alexei Kostyakov	YMCA Russia
Marina Martynenko	YMCA Russia
AnkicaDragin**	Serbia
Ivana Ilic	YMCA Serbia
Juan Simoes Iglesias**	YMCA Europe
Laura Cortes Guadamilla	YMCA Spain
Marta Campana Alonso	YMCA Spain
Bilal Aktas	Yucel Kultur Vakfi, Turkey
GozdeErguc	Yucel Kultur Vakfi, Turkey
Musa Kurt	Yucel Kultur Vakfi, Turkey
Frah Saeed	YMCA UK
Rachel Dyne*	YMCA UK

\* Planning Team & Facilitators

\*\* Invited Experts



