



YOUTH GREEN DEAL

GUIDELINES FOR ECO-CAMPS



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Introduction:

These guidelines came to life in the cooperative framework of the project Youth Green Deal, thanks to financial support of Erasmus + Programme of the European Union. Youth Green Deal had the objective to support Mediterranean youth organizations to develop together good models of eco-volunteering and to build their organisational capacities.

The aim of the project was to build strong participative youth organisations embedded in resilient local communities to reduce the effects of climate change, give inspiration to mitigate climate change and lead sustainable lifestyles through eco-volunteering projects with a Mediterranean/international dimension.

The associations involved in the project were : VSFr Tunisia, SCI Catalonia, CCIVS- Coordinating Committee for International Voluntary Service, SCI Belgium, SCI France, SCI Italy, Espace Volontariat Oujda (EVO) Morocco, Space for Sustainable Development (SSD) Jordan and Alshmoh Cultural Center Palestine.

Why this toolkit?

One of the objectives of the project was piloting eco-volunteering camps that would give young people the opportunity to learn about but also contribute to positive climate action. To make sure these pilot camps were held with certain standards a common framework was needed.

This toolkit brings together some already existing useful materials and tips and tricks which can be useful when setting up eco-volunteering projects. The focus is on creating learning and experimentation spaces for young people so they become more aware of environmental issues and have the opportunity to contribute to positive climate action. So that, once back home, can create positive and long lasting impact in their local associations and communities.

Furthermore, we completed these guidelines with the lessons learned from our pilot eco-camps.



Eco-camp in Envall (Catalonia), July 2022

Environmental sustainability and the way young volunteers can take action needs to be looked at taking into account the local context. What is considered green in one country, isn't in another. Actions should always respect the local communities, local knowledge and create space for dialogue so that together solutions can be discussed. It is always important to take into consideration the political, social and economic reality of the place where the eco-camp is organised. To understand the local situation, the host organisation is a key player and has the responsibility to explain to the volunteers the local context.

Useful toolkits

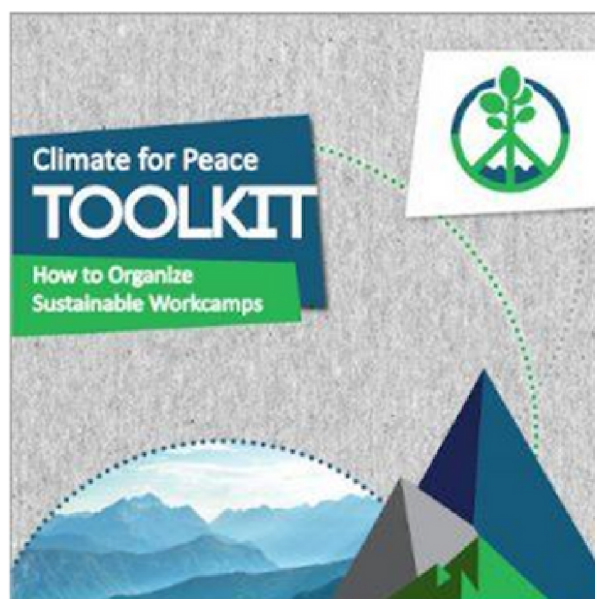
The organisations who joined the Youth Green Deal project, all believe in the power of international volunteering. Working and living together in an international group while supporting a local community, creates unique learning opportunities and enhances social transformation. Previous impact research highlights several skills that volunteers further develop by participating in International Voluntary Service projects such as intercultural communication skills, conflict transformation skills, leadership skills, etc. In the Youth Green Deal project, we wanted to make sure these basic skills are well taken care of but also expand the learning curve with more specific “environmental” knowledge and skills.

It was not the idea to re-invent the wheel but to bring together already existing material from SCI branches and partners and to select what is useful for the eco-camps.

SCI branches and partners have been organising training courses, workshops, events, to inform and educate young people on the importance of taking care of our environment and the challenges related to the uncontrolled economic growth model that endangers our planet. The awareness of the climate emergency and the therefore urgently needed call to action are therefore high on our agenda. We will highlight some useful resources.

The SCI “Climate for Peace Toolkit” (2015)

https://sci.ngo/wp-content/uploads/c4p_toolkit.pdf



The CoE – EYF sustainability checklist for youth organisations “Greening the youth sector” (2021)

<https://pjp-eu.coe.int/en/web/youth-partnership/-/greening-the-youth-sector-sustainability-checklist>



SCI's online course Peace education in practice (2019)

The Peace Education in Practice online learning course contains a module on Peace with Nature.

<https://sci.ngo/resources/online-courses/>



What is peace?



Inner peace



Peace with others



Social and political peace



Peace with nature and the environment



How to educate for peace



Looking back, looking forward

Also, on SCI's website, you can find more materials that might be useful, such as infographics or other learning materials

<https://sci.ngo/resources/our-publications/>

Climate Justice, human rights and eco-camps

For several of the organisations involved, Climate Justice has been a topic that has been at the centre of their work for several years now. Climate action is very much in line with SCI's values and mission and strongly connected to the overall aim of building a peaceful world. Doing this in a Mediterranean context is new for us and encourages us to look at certain challenges in a different way by considering the different perspectives and looking at different root causes, seeing the connections between the social, economic, political and environmental issues.

This is why we prefer to speak about Climate justice. It means to treat the climate crisis as a question of social justice and to tackle social and economic conditions as well and look at historical responsibilities like where and who did cause most of the pollution. It is not only an issue of the environment. It relates to other social issues like feminism, migrations, decolonisation, even LGBTIQ+ rights and thus we need to talk about it from an intersectional perspective.

For that reason, it is important to look at the climate issues with a systemic approach. It means we cannot see the climate emergency debate as a separate issue. Current inequalities, power relations and discriminations are man-made and are strongly linked to how countries and different groups or affected by climate change. The urge to set up a "green economy" or reducing carbon emissions of countries in the Global North is very often at the cost of countries in the Global South[1]. Colonial and neo-colonial practices are linked to exploitation and damaging livelihoods of people. Extraction of resources leads to conflicts, pollution and poverty for local communities,

The intensifying climate emergency is eroding the rights to a health, live, culture, housing, food, water and sanitation, among others, on an unimaginable scale. States have a duty to protect people and businesses have a responsibility as well.[2] In recent years climate activists have increasingly used the human rights framework to holding the governments and businesses accountable for climate harms.

While most of our volunteering projects are not focussing on legal action, it is important to see the wider picture of climate action and to understand how small actions can be part of the bigger struggle to build a just world in which all people can live in harmony with nature. We only have one planet and need to take care of it.

In the eco-camps the call to action to achieve climate justice needs to be present and the links with the wider socio-political context have to be made.

[1] <https://www.fairplanet.org/story/understanding-climate-colonialism/>

[2] <https://www.ohchr.org/en/stories/2021/04/fact-sheet-unpacks-and-links-human-rights-and-climate-change>



The eco-camp: what's in name?

When talking about eco-camps, we refer to short term volunteering projects in which a diverse group of volunteers (mostly seen as different nationalities but also different genders, backgrounds, ethnicities, ...) work together to support a local community or host project in their efforts to create a more just world. Special attention is given to the link with climate justice in all aspects of the camp.

-Food and accommodation

-Study sessions or explicit learning moments

-Work

Through working and living together for a short period of time (2-4 weeks) with this diverse group of people, the participants get a deep learning experience in which they get to understand better the impact of human beings on the planet, the systemic climate issues, and the power of individual and collective action. They have the opportunity to get to know alternatives that are more environmentally friendly, have the possibility to experiment with approaches they are not that familiar with, e.g., permaculture, bioconstruction, non-violent action, basic democracy, recycling, water management, meditation, ... or practice skills they haven't used that much yet.

Overall, the eco-camp is a collective learning moment in which through interaction with others (the fellow volunteers and the host community) and practical hands-on work all are invited to reflect on their own behaviour and their world view. Questioning why certain things are happening and how individually and collectively we can influence the change processes.

All this needs to happen in a safe, constructive and positive atmosphere where the volunteers can feel the power of collective action. Fun and attention for the wellbeing of all will in force the impact of the camp.



Some examples of eco-camps:

Eco-camp in Palestine: Eco-resistance

-Constructing an eco-building which will serve as a community centre while understanding the socio-political context of the local community and the local traditions.

Eco-camp in Catalonia: Rural life

-Rebuilding an abandoned village in the Pyrenees using traditional techniques and permaculture principles.

Eco-camp in Tunisia: Eco-meet

--Rebuilding an ecological space within the oasis by repurposing palm waste for construction and landscaping. This area will function as a meeting space for the Oasis Sustainability Committee (OSC).

Eco-camp in Morocco: Building eco-citizenship

-Holding workshops with students and parents in local schools on local environmental issues and collectively greening the schoolyard.

The eco-camp is made possible thanks to the co-operation between the volunteer sending organisation, the volunteer hosting organisation and the local community.

Preparation of the eco-camp

The “eco-camp setting” and agreements with the project host

The eco-camp is meant to be a life changing experience for the participants. A unique encounter with fellow activists from different backgrounds but with similar concerns and willingness to act for a better world. At the same time the camp should support a not-for-profit initiative/local community whose aim is to work for climate justice and who are willing to invest time and energy in creating learning opportunities for the volunteers so they go home with a “new and unforgettable experience”.

So, it’s about creating the right “setting” so that the volunteers get inspired with new ideas and can experiment with alternatives that show them different ways of acting for climate justice. The host organisation should be an example and encourage the volunteers to critically look at their own behaviour. It is important to discuss these principles with the host organisation and make sure that all the roles and responsibilities are clear. Elements to include in the agreement:

- General understanding of volunteering values
- Working times and tasks to be done
- Contact persons in the host community/project and their availability.
- Learnings/study sessions the community is willing to offer.
- Basic eco-principles that should be respected by all.
- Non-violent conflict resolution strategies (including procedures for dealing with gender and discriminatory behaviour)
- Logistics to be taken care of by the host (accommodation, food, local transport, ..)
- “Work” to be done by the volunteers and how this work is linked to the climate action work the organisation/community is doing.

In the eco-camp it is important that the volunteers get a deep immersion in an ecological lifestyle, and attention should be given to practical issues such as water and energy use, food consumption, waste management, ..

Recruiting and preparing the “leaders”

To make sure the eco-camp is a learning experience for all, it is important to guide this process. The younger the participants, the more important it is to take care of this guidance or to adapt the “way of leading or facilitating” the group. The eco-camp is a participative process, something that is built together and that’s why many prefer not to use the word “leader” but speak of co-ordinator or facilitator.



The volunteer organisation in charge of the eco-camp normally appoints a person (or 2) who will be the “leader” of the eco-camp. This person will accompany the group during the eco-camp and take part in all the activities of the group, but pays special attention to the communication and collaboration with the local host, the group development process, collective learning, and possible conflicts that might arise. A careful recruitment of the camp leader is important because this role is crucial in the success of the project. The camp leader should have some basic knowledge and skills to work with groups. In camp leader training, these can be assessed and strengthened.

Normally, camp leader training should include:

- Information about the volunteer hosting organisation; the local community or host project
- Group dynamics
- Possible conflicts and conflict transformation
- Intercultural learning
- Safety and wellbeing

In the eco-camp special attention will be given to environmental issues, and the leaders must be prepared to organise this in a good way. In the existing camp leader trainings organised by the volunteer hosting organisation, practical tips on how to include environmental awareness activities can be shared, e.g., simple infographics on how to take care of the environment in the daily camp life, task division models taking into account recycling, daily quotes or reflection moments, moments of connection with nature,

Inspiration can be found in existing manuals or through collective brainstorming. Again, the [SCI website](#) offers good material regarding camp-leading such as the Cookbook for Youth Leaders, a toolkit aimed at coordinators of youth exchanges and volunteer projects.

Think about meaningful hands-on activities.

In eco-camps the hands-on activities are very important. Re-connecting to nature is very often experienced through the hands-on activities: making mud bricks, building stone walls, planting, weeding, harvesting, building permaculture beds,... This practical work is often experienced as one of the most fulfilling parts of the eco-camp is and gives great satisfaction when the results can be seen. So when thinking about the hands-on activities it is important to:

- Think of variation. Make sure all can have different experiences so the work is not too boring and they can see different phases of the a certain activity. Weeding becomes useful if you can see how this leads to better harvest.
- Explain the meaningfulness of the activity. A task can be boring but when you know why it is necessary and how it will contribute to a bigger goal, you get motivated.
- Assess how volunteers can get out of their comfort zone and learn something new while taking into account safety measures.
- Foresee technical support to do the task. To avoid frustration make sure the right tools are available as well as an instructor who can technically guide the work.

Develop the “study sessions or reflection moments”.

To enhance the collective learning and building more collective knowledge that will help us to understand the complexity of the environmental issues and together work on alternatives or possible solutions we need to create space for individual and common reflection moments. Make these moments clear from the beginning of the eco-camp and make sure the volunteers see these as a part of the programme but also leave space for input from the participants and spontaneous proposals that come up during the camp.

- Think of small reflection exercises that can happen during different moments of the day e.g. inspirational quotes of indigenous leaders to start the day, a reading that gives food for thought during evening, ..
- Check with the host project/local community if they can offer a workshop e.g. nature walk to recognise medicinal plants; visiting local heritage place and learning about traditional methods,...
- Foresee an “open space” where participants can propose reflection ideas e.g. a movie screening, environmental playlist, creation of podcast,..
- Use existing games to explore an environmental/climate justice topic

Examples of reflection moments or study sessions:

- The volunteers who are working in the oasis of Chenini (Tunisia) are confronted with the water shortage and the desertification of the area. A visit to a local biodiversity garden and a talk with a local farmer shows them which plants are better resistant to the changing climate and how through maintaining biodiversity they can maintain the soil fertile. In the evening a documentary[1]/article[2][3]/testimony makes the link with the nearby chemical companies and how they are affecting the environment and livelihoods of people.
- In a village in the Westbank (Israel/Palestine) the volunteers are faced with the many difficulties and restrictions the locals experience when they want to work on their fields. A local activist explains them the history of the occupation, the current occupation policies and how they affect the access to natural resources such as water and land.



Reflection moments are about getting informed, question and reflect on injustices by listening actively to the voices of those who are not visible. It is about getting empowered and showing solidarity. It is about understanding the history of climate justice movements, frontline fights, the origins of discriminations and the connection between climate crisis and colonialism.

It should be participative, linked to the interests of the volunteers, intentional and accelerating the learning of the volunteers.

Recruit, inform and prepare the participants.

Eco-camps are open to all and should be inclusive. In the framework of Erasmus+ funding there might be restrictions (age, nationalities) but as part of a holistic approach the principle is that the eco-camp should be as diverse as possible to create more debate and opportunities to learn from each other.

International Volunteer organisations are normally part of volunteer networks that have specific rules for recruitment and preparation of volunteers. The volunteer database of SCI (www.workcamps.ngo) brings together many volunteer projects (including environmental projects) which help the volunteer to find the right project. The database allows you to filter the projects according to topic or country.

The volunteer sending organisation should inform the participants well about the overall aims and objectives of the eco-camps so that the volunteer's expectations are in line with these aims and objectives. It is recommended to organise a preparation workshop for the volunteers so that they acquire a better understanding of the eco-camp principles and can practice some basic skills to increase the impact of the eco-camp. Research has shown that pre-departure training has a positive impact on the learnings during the eco-camp.

The training can be offered in different formats. It can be done self-paced online or in group online. It can be done completely online or blended. It can be given as a package or in different modules with some more obligatory parts and other more complementary parts.

[1] <https://www.youtube.com/watch?v=qzt97NzZlJo>

[2] <https://www.aljazeera.com/news/2023/6/18/in-gabes-tunisia-artisanal-fishers-are-watching-fish-die>

[3] <https://www.youtube.com/watch?v=qzt97NzZlJo>

[4] <https://www.aljazeera.com/news/2023/6/18/in-gabes-tunisia-artisanal-fishers-are-watching-fish-die>



Especially for international eco-camps it is recommended to create an online space where the volunteers can get in touch with each other and the host community to clarify questions, doubts, get to know each other and share ideas and proposals. Creating this online space is also important for the follow-up of the eco-camp and for sustaining the small community that the eco-camp represents. Volunteers can be invited for a preparatory ZOOM meeting, a padlet where ideas can be shared, etc. which will allow them to connect and start building relationships with their fellow volunteers and the local host.
Get ready to collect your eco-camp stories!

In the framework of the Youth Green Deal project, a visual storytelling training was organised. The participants learned how to create digital stories about environmental projects with simple devices (smartphone) and how to spread them via social media. The eco-camps are perfect spaces to create short stories and inspire others or raise awareness on certain issues.

“I communicate, so I exist” is very true in these times where social media is present everywhere. If we want to get recognition for the work we do, we also need to communicate about our work, but this needs planning and preparation.

It means thinking about what stories we want to collect, where we want to spread them, how we will involve the volunteers in creating the stories and what we want to achieve with these stories.

The guidelines for participatory storytelling developed in the digital storytelling training can be consulted in [Erasmus+ Project Results Platform Guide for Beneficiaries](#)



Implementing the eco-camp

When all the preparatory work is done and the camp host (local community) is ready to receive the volunteers, the real work can start! The volunteers come with certain expectations and the camp host (local community) has some expectations. Although in the preparatory sessions these might have been discussed, it is important to check them again and to make sure all start with the similar goals and are ready to invest in the success of the eco-camp.

During the camp leader training which was organised in the framework of the Youth Green Deal project, the participants worked on several scenarios to implement a good eco-camp. It was stressed that good planning is needed but there should also be enough flexibility to include the proposals from the participants and to adapt the planning if needed.

Eco-camps should be fun! It is important to connect with nature, use art and introduce appreciation and humour to create impacting experiences.

In eco-camps there should be a minimum of 4 hours of hands-on work a day so that some tangible results can be achieved. Normally a “working day” is considered to have 6 hours of hands-on work. Considering the local circumstances, work can be done in different timeslots e.g., when it’s very hot maybe it’s recommended to work in the mornings and take a long lunch break.

The following framework could be used to build a 2 week eco-camp.

Day1	Tips
Arrival/welcome	Make sure there is a welcoming atmosphere. Take care of decoration, welcome drink, some small things to do while waiting for all to arrive,..
Get to know each other activities	Use some fun ice-breaking and get to know each other games, a map of the Mediterranean/world where volunteers can show where they come from,
Exploring the surrounding	A short walk, drawing of the surroundings, introduction by someone from the local community
The wall of ideas	Introduce the tools that can be used to collect ideas and build together eco-guidelines for the camp

Day2	Tips
<p>Inspirational activity: connecting with nature</p>	<p>Make sure the eco-camp has some small activities that remind the volunteers each day of why they are taking part in an eco-camp.</p>
<p>Setting the ground rules/creating a safer space</p>	<p>In a participative way, create a code of conduct which will guide all and can help to discuss conflictive behaviour e.g. start on time, respect all opinions and give the floor to all, ..</p>
<p>Explaining the schedule</p>	<p>Create a visual presentation of the eco-camp structure; explain the different tasks, free time and leisure time activities, reflection sessions, ..Make sure it is very clear how the tasks contribute to the overall goals of the community.</p>
<p>How to organise ourselves</p>	<p>Discuss the different tasks, including the cooking and maintenance of the venue and come up with some task division that allows everybody to take responsibility</p>
<p>Working as a team: hands-on work in a bigger group.</p>	<p>Try to include the first days one big task that can be done with the group or in 2 groups; where volunteers can feel they have done something together and can see a first result.</p>
<p>Closing activity</p>	<p>Short feedback from first day in a fun way; getting ready for the next day. Making sure we are on the same page! Revising our eco-guidelines.</p>

Day 3,4 5 &6

Tips

Morning inspirational moment

Creative way of starting the day while connecting with nature, one-self and the group

Task division of the day

Going over the day schedule and making sure all know what needs to happen

Hands-on work in teams

Make sure each team has someone who can guide the work

How to organise ourselves

Discuss the different tasks, including the cooking and maintenance of the venue and come up with some task division that allows everybody to take responsibility

Study session / free time/ group building activities or intercultural activities

See suggestions for study sessions mentioned before taking into account non-formal education methodologies (world café, moving debate, photo language, fish bowl discussion, ...).
Some free time moments need to be foreseen so volunteers can relax, reflect, enjoy personal time or do things in pairs,..
Take time to celebrate together and learn more about each other's culture without falling into stereotypes and generalisations.
Find engaging moments to connect with the local community

Closing activity

Short feedback from the day in a fun way; getting ready for the next day. Making sure we are still going on the same path. Take a moment to revise the eco-guidelines.
Day 6 is a good moment to do a mid-term evaluation and to check how the camp is going. To make suggestions for improvement and/or revise some of the agreements.



Day 7/8	Tips
FREE DAY/EXCURSION	To be decided with the group what could be a nice activity to do together? Considering also our ecological footprint and thinking about fun activities that can be done with low impact on the environment.

Day 9/10//11/12	Tips
Morning inspirational moment	Creative way of starting the day while connecting with nature, one-self and the group
Task division of the day	Going over the day schedule and making sure all know what needs to happen
Hands-on work in teams	Make sure each team has someone who can guide the work
How to organise ourselves Study session / free time/ group building activities or intercultural activities	See suggestions for study sessions mentioned before taking into account non-formal education methodologies (world café, moving debate, photo language, fish bowl discussion, ...). Some free time moments need to be foreseen so volunteers can relax, reflect, enjoy personal time or do things in pairs,.. Take time to celebrate together and learn more about each other's culture without falling into stereotypes and generalisations.
Closing activity	Short feedback from the day in a fun way; getting ready for the next day. Making sure we are still going on the same path. Take a moment to revise the eco-guidelines.

Day 13	Tips
Morning inspirational moment	Creative way of starting the day while connecting with nature, one-self and the group
Let's celebrate	It is important to “close” the camp, to take stock of what has been achieved and to celebrate! It is a moment to “recognise” the volunteer effort and to show the appreciation.
Let's stay in touch	Suggest ways to stay in touch and to keep each other inspired for different climate actions. Self-organised whatsapp/telegram or signal groups, facebook group, online meetings,...

Day 14	Tips
Departure	Make sure all the practical arrangements are clear. Take time to clean up and say goodbye.



During the “leader” training the participants also made a list of simple actions we can take during the eco-camp to reduce our environmental impact and which can be part of the eco-guidelines that are created with the group at the beginning of the camp:

Food:

- eat local food, use local herbs (consult with locals)
- use recipes which use less cooking
- think about vegan/vegetarian alternatives and reduce meat consumption
- don't waste food; think about how you can use leftovers
- take a shopping bag and reduce packaging.
- Use as much as possible fresh food which has not been processed.

Energy

- keep the house cool or warm in a natural way (close doors and windows during hot hours and open at night)
- limit the use of energy or take into account renewable energy sources
- be conscient about energy consumption (lights, fridge, ..)

Water

- limit the shower time and take less hot showers (less energy needed)
- recycle water from doing the dishes or washing clothes for other use that doesn't need drinkable water.
- If possible, use a dry toilet.

Soil

- Don't throw away garbage, but find out what can be recycled. Be careful with cigarette buds, as they are very polluting.
- Use as little plastic as possible. Try to find alternatives! Make sure no plastic is left behind in nature!
- Try composting and making the soil more fertile.

Travel

- Promote bicycles for local transport
- For the free time, think about alternatives that can be nearby, hiking distance.



Follow-up of the eco-camp

Local community

Doing a community evaluation

Sitting together with the local community who was involved in the eco-camp can give valuable learning points for future projects. Hosting and organising an eco-camp is a time consuming activity that asks high commitment from the local people involved in the camp. Taking time to reflect on the experience and sharing with each other the positive and negative points of the camp are important to also close this activity for the local community. The volunteer hosting organisation will also ask the community or local project to fill in an evaluation. It is important to share the evaluation outcomes with the volunteer organisation so they can see how to adapt the preparation of volunteers or eco-camp leaders or ...

Keeping the memory alive

It is nice to think of some memories that keep the eco-camp experience alive. This can be done in many different ways ...leaving the names of the volunteers in a visible place; sharing a nice group picture in the community magazine; ...

Staying in touch with the volunteers

It might be interesting to stay in touch with the volunteers and invite them for special events or share with them newsletters or add them to social media channels.

Planning for the future

When the experience is still fresh, it can be good to start thinking of a follow-up and possible new project. Keep the ideas and write them down so that you don't have to start from zero next time. Also contact the volunteer hosting organisation to discuss possible future projects. Their might be other possibilities to engage international volunteers as well.



Gathering feedback and using the volunteer stories

Once the volunteer is back home, it is important that he can reconnect with the local sending organisation and make an evaluation of the project so that feedback can be collected and lessons can be learned. A standard evaluation should be used to collect feedback from the volunteers including questions about food, accommodation, study sessions, hands-on work, group dynamics, leadership, and collaboration with the local community, apart from specific questions related to increased environmental knowledge, awareness, and skills.

Ask volunteers to share their stories in different formats. This can be podcasts, photo's, short videos, articles,... Sometimes a contest is organised to encourage volunteers to

submit their stories. These stories can be used to promote eco-volunteering or raise awareness on certain issues.

Using the “momentum”

We have given the volunteer the opportunity to explore new ways of engaging in climate activism, and it is important to follow-up on these. We have to offer possibilities for further involvement in volunteering and climate activism. It is important to use this “momentum” of a successful experience to guide the volunteers to other volunteer/activist activities. This can be within the organisation but also in like-minded organisations or organisations more focussed on environmental issues where the volunteers can find local opportunities to engage in climate activism.

Facilitating re-connection

Once the volunteers are back home, they will look for opportunities to stay involved. Be ready and offer different possibilities to volunteers so they can choose and find something that matches their interests. They also want to share their experience with other volunteers or find people who have gone through similar experiences. So a two-track approach should be applied where, on the one hand, there is personalised coaching for the volunteer but on the other hand, there is also a group process in which they can find peers who have similar experiences. Many volunteer sending organisations organise “gatherings” for their volunteers once back home. These gatherings offer possibilities to explain their experience but also introduce the volunteers to other volunteering possibilities.

Seeing the potential for the organisation

Make a list of tasks that can be taken on by volunteer who have returned from an eco-camp and see in what way they can be engaged in the organisation. As volunteer sending/hosting organisation it is crucial to involve volunteers in the organisation and keep your finger on the pulse. Having volunteers on your board and on specific committees as co-workers will not only support the organisation but also create opportunities for volunteers to grow in the organisation and take on more responsibilities. Defining volunteer roles and offering pathways for volunteers to grow in the organisation will finally strengthen the organisation.



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