

# memorandum

DATE: June 6, 1980  
REPLY TO  
ATTN OF: JSnyder, GDO  
SUBJECT: OPG Evaluation - CODECAVOL (519-0202)  
TO: See Distribution

PD-ADM-376  
5190202/53  
150-28059

1. Subject annual evaluation is attached along with a report on the organization's second Volunteerism Seminar FYI.
2. Your comments are welcome.

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## PROJECT EVALUATION

### I PROJECT DATA

<u>MISSION:</u>	<u>US/AID/EL SALVADOR</u>
<u>PROJECT NUMBER:</u>	519-0202
<u>PERIOD:</u>	Sept.22, 1978, Sept.22, 1980
<u>TOTAL US/AID/FUNDING:</u>	\$40,000.00
<u>TOTAL FUNDING-ALL DONORS:</u>	\$76,676.00
<u>PERIOD COVERED BY EVALUATION:</u>	Sept.22, 1979 - March 22, 1980

### II SHORT SUMMARY OF CURRENT PROJECT SITUATION

*At this reporting the project has achieved its overall objectives, that is to plan, implement and, evaluate a series of two seminars on Volunteerism involving organizations from all departments in the country.*

*The original design called for contacting 25 national PVO's to formalize their interest and participation in the Seminar series, as well as to hold two Seminars each for a total of 50 participants, representing 25 national organizations providing voluntary services, with the possibility of small selected regional seminars. As agreed in the work plan, the two Seminars were held in October, 1979 and March, 1980.*

*Due to the continuing uncertain political atmosphere, it was not possible to achieve the specific objectives with respect to the number of participants nor the number of organizations represented.*

### III EVALUATION METHODOLOGY

*Two months prior to each of the Seminars letters were addressed to the Boards of PVO's and Ministers of public agencies informing them about and motivating the participation of their organizations in the forthcoming event.*

*A questionnaire designed to provide information on interests and needs was sent to those private voluntary organizations and public institutions that expressed interest in the seminar series.*

Both residential seminars were held for 3 consecutive days in the retreat house in Ayagualo, Dept. of La Libertad, located approximately 15 Kms. from the capital, which provides adequate lodging, food and ample areas for developing activities for large and small groups at a modest cost. The inscription fees, paid in most instances by the organizations represented, were used by CODECAVOL to cover the above and other expenses not contemplated under the terms of the grant, such as expendable recreational materials, first aid care, certificates, etc.

The content of the seminar series was based on data taken from the returned questionnaires with reference to the perceived needs and expectations expressed; such as: sensitivity exercises, recognition of individual and group values, techniques to facilitate communication, organizational development for volunteers, shared leadership, analysis of problems and decision making, as well as recreational and evaluation activities.

Under the grant agreement funds were provided for fees for the services of two project advisors. In order to permit the application of new techniques acquired during the organizational development training period received by CODECAVOL members (March/September, 1979), permission was requested and granted to use these same monies for three additional project advisors. These five project advisors, CODECAVOL members, functioning as a team, were responsible for technical assistance in the areas of design, development, implementation and evaluation for both seminars.

The methodology used was based on the androgogical approach to adult education which permits the active participation of all the members of a group by sharing life experiences thereby facilitating the development of the potential of the individual as well as, the growth of the group.

#### IV EVALUATION FINDINGS ABOUT PROJECT PURPOSE AND IMPLEMENTATION

The agreement states this purpose as:

To provide technical assistance for a series of two Seminars on the promotion of volunteerism, involving 50 participants from 25 organizations in order to stimulate volunteer (activities).

The objectives of both Seminars were as follows:

##### General Objective:

To provide the analysis of some important aspects which contribute to the practice of more effective volunteer services.

##### Specific Objectives:

To give the participants the opportunity to recognize those qualities desirable for volunteer services.

To practice some technics which facilitate effective work with volunteer groups.

Since the dynamics of the two Seminars differed, each Seminar will be treated separately.

##### FIRST SEMINAR (OCTOBER 11/13, 1979)

Of the 37 organizations contacted and invited to participate, 15 replied to the questionnaires; of these, 12 had programs or projects addressing the needs of the poor woman and her family in Rural and/or Urban marginal communities. These were accepted as participants, as well as, the three other PVO's, which limit their effective voluntary activities to specific urban populations.

The integration of the participants (23 women and 7 men) as a group was both rapid and stimulating, due in part to the identification felt in the similarity of objectives and the areas which specific actions address.

Although the group learned more about existing volunteer services and acknowledged the importance of effective inter-personal communication, the immediate interest and needs expressed involved the application of new skills and techniques learned to improve present services in their respective organizations with the possibility of some additional orientation for the volunteers active in these programs.

In the final written evaluation, the group expressed satisfaction with the T.A., content and materials used during the Seminar and the willingness to apply the new abilities learned to all the areas of their lives.

These sentiments are reflected in the recommendations of both the participants and CODECAVOL. In effect: due to the positive results achieved, to organize and implement a follow-up Seminar for the purpose of sharing new experiences and satisfying new needs.

The escalating tensions due to the continuing unfavorable political situation were considered the major external factors for not achieving the goals set for the number of organizations/participants specified in the original design. Noteworthy was the presence of 16 volunteers who work and live in rural areas. Mention should be made that this Seminar terminated two days prior to the political coup.

The smaller number (27) of participants who received technical assistance from 5 project advisors impacted favorably facilitating the implementation of the activities programmed and the continuous involvement of all those present. This, in turn, contributed greatly to the rapid growth of the group.

CODECAVOL received financial support from the following:

International Organizations

- |                     |  |
|---------------------|--|
| US/AID/ES           | To provide T.A., Educational materials, gasoline, services of a part-time secretary. |
| The Pathfinder Fund | To provide transportation for four participants from two rural areas.                |

National Organizations

- |                                      |  |
|--------------------------------------|--|
| Committee Pro-Rural Housewives Clubs | To sponsor two women members of the rural housewives club in the dept. of Sonsonate.                   |
| Caritas de El Salvador               | To sponsor one woman and one man volunteers for the Food Distribution Program in the dept. of Cabañas. |

BENEFICIARIESFIRST SEMINAR OCTOBER 11/13, 1980

<u>Organization</u>	<u>Directly or Indirectly</u>	<u>Nature</u>	<u>Number Benefited</u>
Foster Parents International	Directly	Information + Technical Assistance	2
Committee Pro-Rural Housewives Clubs	"	"	2
School for Social Work	Indirectly	"	4
Girl Scouts	Directly	"	2
Salvadoran Demographic Association	"	"	3
Volunteer Corps. Siman, S.A.	"	"	3
Rural Housewives Club	"	"	2
Burdack Foundation	Indirectly	"	2
Yutathui Cooperative	Directly	"	2
Salvadoran Council for Minors	Indirectly	"	1
Peace Corps (U.S.A.)	"	"	2
Boy Scouts	Directly	"	1
Family Orientation Center (CREFAC)	"	"	1
Caritas de El Salvador	Indirectly	"	2
Behavioral Clinic	Directly	"	1
US/AID/ES	"	Information about and Promotion of kind of assistance available for PVO's wid.	Total number of org. represented.
The Pathfinder Fund.	"	"	"

SECOND SEMINAR (MARCH 21/23, 1980)

Letters were sent to 40 organizations inviting their participation and giving general information about the event and CODECAVOL. Additional contacts were made (4 Ministries and one municipality requested information) due to the publicity given free of charge by the media (TV, Radio and Press). Interest in participating in the seminar was expressed by 8 PVO's and 5 public agencies with programs addressing the unmet needs of the marginal population, either as volunteers or as professionals. All of these were accepted and 25 representatives (18 women and 7 men) registered.

The process of integrating the group was slow and occasionally difficult, due in part to conflicting individual interests, since some of the participants do not work directly with volunteers. For that same reason, perception of the contents of the seminar by some representatives of public agencies appeared to be distinct from that of the majority of the participants.

The uncertain political climate was again considered to be the major external factor for not achieving the specific goals in the original plan. Yet, in spite of the situation, those who did attend were willing to expose themselves in order to take advantage of a new learning experience. The existing state of siege, as well as the decree concerning new structures for the ownership of private property, and the ensuing confusion, undoubtedly contributed to some of the tensions created during the event.

Six of the participants, all representatives of public agencies, were responsible for a disturbing incident with the authorities the final day. All the participants endured approximately two hours of stress after breakfast when CODECAVOL permitted an abrupt change in the program, in order that information provided by two of the men involved in the incident could be heard. In the discussion which followed individual opinions were expressed and the exchange was often subjective and emotional. The mature attitudes of the majority of the participants facilitated an analysis of the problem and the decision was made, by them, to form a committee to act for the immediate release of the person, and his vehicle, believed to be in custody. Shortly after the departure of this committee the participant involved returned to the group, having successfully negotiated with the authorities.

\* The written authorization given by the Governor of the Dept. of La Libertad was required in order to hold the Seminar.

He assumed full responsibility for his actions, apologized to the group for the situation created, and was reintegrated. For the remaining two hours the program continued normally despite the absence of a few persons who opted to separate themselves from the group.

Different evaluation techniques were used throughout the seminar such as; spontaneous verbal expressions, drawings and the final anonymous written evaluation. The responses to the latter indicate the greater degree of self-confidence felt by the participants and satisfaction with the new skills acquired, the materials and the methodology used, as well as interest (by 21 persons) in another similar learning experience. One participant did not reply to the written evaluation.

This seminar terminated one day prior to the assassination of the Archbishop, Mgr. Romero.

CODECAVOL received technical assistance and/or financial support from the following:

- |   |   |
|---|---|
| US/ATD/ES:                                    | To provide OD training and fees for Project Advisors, expendable educational materials, gasoline and the services of a part-time secretary. |
| The Pathfinder Fund:                          | To provide transportation for four participants from 2 rural areas and Office Costs; telephone, postage, other communications.              |
| Don Miguel Angel Salvarría:                   | To sponsor two indigenous women (ANIS) from the Dept. of Morazan.   |
| Association Pro-Education for Social Workers: | To sponsor two second year students of the School for Social Work.  |
| Association of Social Workers:                | To sponsor two Social Workers from the Legal Aid for the Poor Division of the Ministry of Justice.  |

A member of the Board of the Women's Volunteer Group of SDA attended as their representative and paid her own registration.

The School for Social Work made possible the use of a minibus for transportation between San Salvador and Ayaquate.

SECOND SEMINAR MARCH 21/23, 1980BENEFICIARIES

<u>Organization</u>	<u>Directly or Indirectly</u>	<u>Nature</u>	<u>Number of Beneficiaries</u>
Salvadoran Demographic Association Clinic SS	Directly	Information Technical Assistance	4 Women volunteers 3 Board members (Psychologist)
SDA-Santa Ana Clinic	"	"	2 President women volunteers and registered nurse.
Burdack Foundation	"	"	2 Promoters rural
Cooperative Libertad	Indirectly	"	2 Board members
Salvadoran National Indigenous Association	"	"	2 Women cooperative members - rural
Volunteer Corps, Siman, S.A.	Directly	"	2 Board members
Youth Committee "5 de Noviembre"	"	"	1 Board member
Save the Children	"	"	1 Administration
Salvadoran Council for Minors	"	"	2 Social Workers public
School for Social Work	Indirectly	"	2 Students - public
Ministry of Labor	"	"	2 Promoters - public
Ministry of Education	"	"	1 Promoter - public
Ministry of Justice	"	"	2 Social Workers public
US/AID/US	Directly	Information about kind of assistance available for PVO's/wid	Total number of organizations represented and their members.
The Pathfinder Fund	"	"	"

SUMMARY AND RECOMMENDATIONS:

The series of two Seminars on the promotion of volunteerism was planned, implemented and evaluated as agreed under the conditions of the Grant. The specific objectives, with reference to the number of National organizations/participants in each seminar were not achieved, and only eleven of the fourteen Departments were represented. The continuing political unrest is considered to have been the major external factor impacting unfavorably on the goals set for the project. In view of the interest expressed in a follow-up seminar by twenty of the twenty-eight organizations represented in the series (five sent representatives to both seminars) and the rapidly changing needs of PVO's and public agencies working with volunteers and projects addressing the unmet needs of the marginal population under present conditions, it is recommended that a questionnaire be sent to discover the limitations perceived by these organizations in order to carry out their future programming objectives. The information received from the questionnaire could serve as a basis for the follow-up seminar.

SUMMARY

<u>Seminar</u>	<u>Organizations</u>		<u>N° PVO's</u> <u>Represented</u>	<u>Institutions</u> <u>Represented</u>	<u>Participants</u>			<u>N°</u> <u>Dept.</u> <u>Represented</u>
	<u>Present/Contacted</u>				<u>N°</u>	<u>M</u>	<u>F</u>	
First(X/79)	15	37	11	4	30	7	23	6
Second(III/80)	13	40	8	5	25	7	18	5
<b>Totals</b>	<b>28</b>	<b>77</b>	<b>19</b>	<b>9</b>	<b>55</b>	<b>14</b>	<b>41</b>	<b>11</b>

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REPORT OF EXPENDITURES US/AID/ES

Grant N° 519-0202 to CODECAVOL, dated September 22, 1978

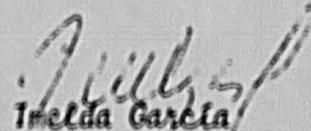
Amount of Grant \$40,000.00

Reporting Period: September, 1979 - March, 1980 Date of this Report: May 21, 1980

First Year 9/22/78 - 9/30/79 - \$27,242.00

Second Year 10/1/79 - 9/30/80 - \$12,758.00

<u>Budget Line Items</u>	<u>Amount Budgeted</u>	<u>Prior Expenditures</u>	<u>Expenditures This Period</u>	<u>Total Expenditures</u>
<u>Salaries:</u>				
Communications Assistant	1,864.00	1,864.00	-	1,864.00
Administrator	4,800.00	2,400.00	1,200.00	3,600.00
Secretary	1,600.00	800.00	400.00	1,200.00
Pavillion Employees	1,080.00	1,080.00	-	1,080.00
Pavillion Guards	480.00	480.00	-	480.00
Project Advisors	3,000.00	2,000.00	1,000.00	3,000.00
Accountant	500.00	250.00	125.00	375.00
<u>Consultants:</u>				
OD Technical Experts	15,000.00	7,500.00	-	7,500.00
<u>Travel:</u>				
ATD portion of in-country travel	600.00	300.00	150.00	450.00
<u>Equipment, Materials and Supplies</u>				
Office equipment and expendable supplies and Materials	10,876.00	10,368.00	254.00	10,622.00
<u>Office Costs</u>				
Telephone, Telegrams etc.	200.00	200.00	-	200.00
	<u>\$40,000.00</u>	<u>\$27,242.00</u>	<u>\$3,129.00</u>	<u>\$30,371.00</u>

  
 Inelda Garcia  
 Coordinator Treasurer