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ANNUAL PROGRAM EVALUATION REPORT
FOR
YMCA HUMANITARIAN/DEVELOPMENT INITIATIVES
IN EASTERN EUROPE
YEAR II
APRIL 1, 1992-MARCH 31, 1993

U.S.A.I.D. COOPERATIVE AGREEMENT EUR-0032-A-00-1021-00

Submitted by
YMCA of the USA
International Division
April 29, 1993

**YMCA Humanitarian/Development Initiative in Eastern Europe:
"The Saphir Initiative"
EUR-0032-A-00-1021-00**

1. SUMMARY

The period covered by this report has provided all Central/Eastern European countries cooperating in the YMCA "Saphir Initiative" with opportunities for self-evaluation and analysis of the present situation following the Mid Term Evaluation. This has been an important learning experience for the National YMCA movements involved.

The results of the Mid-Term Evaluation were reviewed at the YMCA Intermovement Cooperation meeting and the Saphir staff meeting in March. The purpose of the meetings was to reflect on the results of the Mid Term Evaluation, analyse the situation in all countries involved in Saphir and plan for a future strategy for the further development of YMCAs in Central/Eastern Europe.

The need for more structured YMCA training schemes both for volunteers and professionals has involved the staff in more activities in these fields over the last months. A very positive trend in the general indigenous YMCA programme development can be seen, both in strength and in the variety of programmes being implemented.

This report draws a picture of a YMCA programme and institutional development in five countries which has reached a certain level of variety and complexity and strength. Compared to the picture given in the needs assessment in 1991, a distinct step forward has been taken in all five countries.

At the same time this report also shows the weaknesses and shortcomings of the same YMCA movements. What is the relationship between these weaknesses and the support from the outside? Has the external support accelerated the tempo too much and put too much pressure on a weak system?

These questions were raised during the Mid-Term Evaluation process in all five countries.

The interesting answer given by different volunteers and professionals from within these movements was that the Saphir project had not brought different or unknown elements into the YMCA development, but made it possible for them to implement their own ideas and plans in a better way and reach more people in a shorter time than would be possible without this external support.

The Mid-Term Evaluation report reflects this in its conclusion. There seems to be a controlled balance between pressure and results, and the situation probably

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reflects the same kind of pressure and results which would have been there without external support. With external support this balance is moved up to a higher level. The inside, the content of the development, has not been influenced very much from the outside. The quality, the efficiency and the speed of the development has been influenced from the outside. One could call it an artificial increase of speed and outreach potential.

It is of the utmost importance at this stage to realize what is happening. The results are good, in some areas impressive. The YMCA has re-emerged in Central/Eastern Europe as a sustainable indigenous non-governmental organization in most countries. However, the problems and shortcomings are evident, in some field critical, but still under control, and reflecting the broader difficulties of local institutional development in Central/Eastern European civil society as a whole. The speed of the development is artificially increased, and if external support is withdrawn at this stage, the speed of the development would drop quite dramatically and would probably do some damage to the inside, the content of the development as well. The balance would not continue.

There is a broad consensus at this stage that the time perspective for the development of these YMCAs has been too short. The responsibility to fulfill the obligations taken on by artificially increasing the speed of the development, has to be faced.

The strategy for the Saphir inputs for the remaining part of the project is clear. The negative consequences of withdrawing the Saphir side of the external support will be reduced as much as possible. For the whole duration of the project there has been a very clear strategy to avoid any kind of dependency being built around the Saphir project.

Still a very difficult scenario is coming close. The withdrawal of external support in 1994 may have some damaging effects which probably would not be there 2 - 3 years later. The artificial increase of speed will at that time be caught up by the natural growth, and the long term strategy for the development of this region will be completed the way it was planned.

2. COUNTRY BY COUNTRY REPORTS

BULGARIA

Summary

In Bulgaria, the question of the restitution of YMCA property continues to create difficulties for the organization. However, considerable development has taken place in the Bulgarian YMCA movement: The registration of the National Council in the law courts, the emergence of good, well supported programmes which are impacting on the real needs of local communities, the real desire to move ahead with limited human resources into the communities using the media to its fullest extent in the process.

There are now 4 local associations with Sofia having three satellite units. The national Council continues as a legal entity only with no national secretary in post. There are three full time programme workers and one part time worker just beginning in Sofia.

Membership is estimated at 400 with impact on 1000 young people. SAPHIR have assisted in 27 programmes which have covered everything from training to sport, camps, language and the arts.

Institutional Development

The Institutional development in Bulgaria is proceeding less quickly. As laid out above and no property returned as yet. Plovdiv, Sofia and Rousse have all been processing registration in the courts with the National Council and Gabrovo already registered. There are now two regional secretaries and one part time office manager (until the end of April only), one full time programme worker Gabrovo) and one part time programme worker (Sofia).

Leadership Training

The two latest Saphir funded training seminars in Plovdiv and Rousse were attended by about 90 people, volunteers as well as professionals who received training in leadership and teamwork skills, sports and camping.

At the Field group for Bulgaria during an assessment of the main training areas,

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the YMCA volunteers and professional staff indicated that their priorities were in developing expertise in programmes for camping, sports, creative arts and community development programmes.

The training of professional staff is also seen as a priority and this is included in the new initiatives. Additional training has or will take place in outdoor education, Ten Sing, Youth leadership skills, leadership development, unihoc, and camp training.

Programme Development

So far 27 programme initiatives have been funded through Saphir which accounts for a major element of programme support in the Bulgarian YMCA movement. Camping and training have been the main areas of program concentration, as these are areas where dependency is less likely.

The programme development has been in areas of interest including sports, language, ecology, creative arts and library. Many other programmes are operating where Saphir has had no financial interest.

Altogether the Saphir supported programmes have had a direct impact on over 400 young people and indirectly on 7/800.

Conclusion

The Mid term evaluation is the definitive statement of the current position of the development of the programme. It is clear that what is happening will need a further commitment for 2/3 years if the effects are to be maximized. The Bulgarian movement are developing a very significant role in the local communities in which they operate.

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF BULGARIA

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Youth Activities Gabrovo YMCA (Phase 1) Various youth activities in the YMCA of Gabrovo including Youth Job Club, Sports Club and Community Education Programs	Gabrovo	April 1992 March 1993	5,700.00	<ul style="list-style-type: none"> ● 50 participants expected ● staff appointed ● premises located for job club/office ● committee formed
National YMCA Bulletin (Phase 1) Development of monthly Bulgarian YMCA Bulletin to be used as platform for young YMCA "Journalists" (program aspect), as PR material and as a means to promote YMCA program ideas and mutual sharing.	Bulgaria	June 1992 July 1993	2,400.00	<ul style="list-style-type: none"> ● managed by Gabrovo local associations ● first copy due in October ● articles solicited from YMCA youth ● circulation not known at the present time
Leadership Training at Eurocross (Phase 1) Participation of 2 young Bulgarian leaders in Eurocross and additional week of study of youth work in England.	Eurocross	June 1992 July 1993	404.76	<ul style="list-style-type: none"> ● two YMCA youth trained ● completed
Rousse Skate Board Camp (Phase 1) Hungary (Phase 1) 5 day camp for 40 young people from Rousse and Varna.	Rousse & Varna	June 1992 Oct. 1992	683.30	<ul style="list-style-type: none"> ● change from skateboard to a day camp due to lack of facilities ● 36 youth participants ● evaluation complete, enthusiastic response ● media and TV coverage ● completed

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF BULGARIA

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Plovdiv Camp Project (Phase 1) 10 day Youth Camp Plovdiv YMCA	Plovdiv	June 1992 Oct. 1992	2,900.00	<ul style="list-style-type: none"> ● 70 participants from Gabrovo, Rousse, Plovdiv, Burgass and Sofia ● national media coverage ● evaluation by participants good ● leadership identified problems for follow-up
Youth Activities Rousse YMCA (Phase 1, 2, & 3) Environmental program development and planting of 400 trees in the city of Rousse (youth activity).	Rousse	June 1992 Nov. 1992	3,300.00	<ul style="list-style-type: none"> ● in-progress ● trees for purchase identified ● 50 youth to participate during fall planting season
Bulgarian Leadership Training Weekend Phase 1	Bulgaria	Sept. 1992 Nov. 1992	2,300.00	<ul style="list-style-type: none"> ● Follow-up leadership training course in May 1992
Plovdiv YMCA : Library For the purchase of materials	Plovdiv	Sept. 1992 Sept. 1993	500.00	<ul style="list-style-type: none"> ● Development of a small library, for teachers & students of English classes, towards a general library for young people.

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF BULGARIA

PROJECT TITLE SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Rousse-Peav Project "English in Rural area" Phase 1	Rousse-Peav	Sept. 1992	250.00	● Weekend opportun
Bulgarian National "Survey Program" Phase 1 YMCA "Herald" gathering for a particular theme 2 or 3 times a year.	Bulgaria	Sept. 1992 Sept. 1993	600.00	● Weekend centered around publishing and development of the YMCA "Herald"
Youth Activities Rousse YMCA (Phase 4) For the purchase of materials	Rousse	Sept. 1992 Sept. 1993	500.00	● Establishing a small library for Teachers & students YMCA English class.
Plovdiv Camp Project Phase 2 Follow-up to successful summer camp.	Plovdiv	Dec. 1992 Feb. 1993	1,500.00	● A winter camp for 40 young people.
Bulgarian Leadership Training	Bulgaria	Sept. 1992 Nov. 1992	2,300.00	● Foillow-up leadership training course in May 1992
Volunteer for Europe Seminar Phase 1	Bulgaria	October 1992	833.14	● Seminar for development of volunteer schemes
Plovdiv General Programmes Phase 1	Plovdiv	Oct. 1992 Nov. 1992	1,000.00	● Ext. of programme in Plovdiv YMCA

AUTHORIZED SAPHIR PROJECTS YMCA OF BULGARIA

PROFECT TITLE SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Training for Programmes Phase 1	Bulgaria	Nov. 1992 Feb. 1993	3,500.00	● Emphasis on creative arts, camping and sports.
Professional training overseas Phase 1	Bulgaria	Jan. 1993 Dec. 1993	3,500.00	● Training 3 professionals in USA and UK
Participation in EAY Christian Orientation Workshop (Phase 1)	Bulgaria	Jan. 1993 Feb. 1993	1,050.00	● Working on ecumenical & cultural aspects of YMCA programmes.
Bulgarian Participation in European Ten Sing Festival (Phase 1)	Bulgaria	Feb. 1993 Aug. 1993	1,800.00	● 3 Bulgarians participate in European Ten Sing Festival in Germany
EAY-EPEG Seminar for Young Sports Leaders (Phase 1)	Bulgaria	May 1993 Aug. 1993	600.00	● Bulgarian YMCA member in the EAY-EPEG Semianr for Young Sports leaders, Denmark
Plovdiv Eco Camp (Phase 1)	Bulgaria	June 1993 Aug. 1993	400.00	● Ecological walking camp 4-5 days 20 participants.
Part-time Programme Worker for YMCA Sophia (Phase 1)	Bulgaria	March 1993 Dec. 1993	1,500.00	● 6 Mth. employment programme worker for YMCA Sophia

**AUTHORIZED SAPHIR PROJECTS
YMCA OF BULGARIA**

PROJECT TITLE SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Sophia General Programmes (Phase 1)	Bulgaria	March 1993 Dec. 1993	1,800.00	<ul style="list-style-type: none"> ● Various programme initiatives in YMCA Sophia (dressmaking, library, video club with language emphasis, sports programmes etc.)
Camp Leadership Training Bulgaria (Phase 1)	Bulgaria	March 1993 May 1993	760.00	<ul style="list-style-type: none"> ● 2 camp leaders participate in training of the European Camping Group, Camp Lakeside/England
Bulgaria Participation at Czech YMCA Marriage Camp (Phase 1)	Bulgaria	Feb. 1993 Aug. 1993	2,300.00	<ul style="list-style-type: none"> ● 2 Young Bulgarian couples in a camp of the Czech YMCA marriage encounter programme.
Bulgarian participation in German Ten Sing Seminar (Phase 1)	Bulgaria	Feb. 1993 Aug. 1993	1,200.00	<ul style="list-style-type: none"> ● 2 Bulgarian youngsters from Rousse in German Ten Sing Seminar.
Unihock Sports Seminar and Tournament (Phase 1)	Bulgaria	Feb. 1993 June 1993	1,420.00	<ul style="list-style-type: none"> ● 3 Bulgarian YMCA members in a Swiss Unihock Sports Seminar & Tournament
Bulgarian Participation in Camp Philia (Phase 1)	Bulgaria	Feb. 1993 Aug. 1993	940.00	<ul style="list-style-type: none"> ● 2 Bulgarian YMCA members in Camp Philia 1993, Wales

CZECH REPUBLIC

Institutional Development

The YMCA in CSFR functioned in two Republics from January 93, although in fact from 7th November 1992 there was a separate Czech lands YMCA, with its own mission statement, National board and large professional staff.

The situation of the development of the YMCA both locally and nationally in the Czech Republic is very positive as reported in the Mid term Evaluation (pages 30-36).

A large residential building at Kremesnik is now purchased by five youth organizations including the YWCA Scouts and YMCA.

Two buildings including the central one in Prague are now restituted. Hradec still face major problems over the return of the property but continue with the addition of a secretary for the programme worker. The Camps are still held by the existing owners and have not been returned to the YMCA.

The lack of buildings has not held back the development of the YMCA, however, and there has been a constant growth in the numbers of members involved in the movement (now estimated at 3000) and in the local associations (now 18 with 5/6 in the course of formation). There has been impact on probably twice that number.

Programmes are many and varied with 21 project funded by Saphir. Most of these programme initiatives are at local level enabling many ideas from local lay members to be realized.

Training initiatives are well developed at Board member and volunteer level and with the imminent development of the Professional In Service Training this third area of development will be strengthened.

Leadership training

The Czech YMCA has taken advantage of many international opportunities for training as well as ongoing in service training for Professional Secretaries, approximately once a month. The trainers in the latter case are arranged through the Czech YMCA itself.

There was a project written for a joint venture in Board Member training over the weekend of 4-7th February which was well attended. The "Nationalism" seminar was attended by two or three young people from Czech and Slovak republics, and at this stage it is hoped for six or seven

three participants for a TEMPUS programme in Lakeside for leadership training in September. The Interpoint meeting in Ireland which is preparing for the training event over the last weekend in April was also attended by one member of the Czech national Staff. We also hope for some 3 or 4 participants at the International Ten Sing Seminar in July. The local Ten Sing project has also a heavy concentration on leadership training as a part of its overall strategy.

Training Programmes at International level continue well with 9 attending Danish Folk Schools (6 Czech, 1 YWCA and 2 Slovaks.) There have been 16 young people accepted for the first stage of ICCP. Two Czechs attended the Christian Orientation Committee in Finland. Two young girls are also accepted for the ICCP Guide Programme.

Marriage Encounter hope to have two Polish and two Bulgarian YMCA couples at their summer camp in Ostrava for training.

Programme Development

Altogether there are 21 YMCA projects which have received Saphir support with many more funded locally or nationally.

Ten Sing

Ten Sing continues to grow with SAPHIR funding. About 3 dozen young people meet regularly in 2 groups to carry out activities. We also hope for some 3 or 4 participants at the International Ten Sing Seminar in July.

General

The thrust towards the summer camp programmes is developing quickly with an estimated 20 camps reaching over 2000 young people. There are many outside YMCA groups interested in developing links with the Czech YMCA in summer activities.

Marriage Encounter hope to have two Polish and two Bulgarian YMCA couples at their summer camp in Ostrava.

Programmes at international level continue well with 9 attending Danish Folk Schools (6 Czech, 1 YWCA and 2 Slovaks.) There have been 16 young people accepted for the first stage of ICCP and 6 Czechs and Slovaks who hope to attend Camp Leader Training in Lakeside in September. Two Czechs attended the Christian Orientation Committee in Finland, another came to Ireland for the INTERPOINT Meeting, and two hope to go to the International Ten Sing Festival in Germany. Two young girls are also

accepted for the ICCP Guide Programme.

The Board Member training was very successful and a separate report is available.

Training Initiatives

Funds have been committed to three projects with an emphasis on training for programme planning in the future with particular focus on camps. There is no doubt that this training was worth the small investment. Altogether about 15 people benefited from the actual training programmes. The emphasis on camps follows up the very successful camp programmes this summer reaching over 2000 young people with 500 volunteer leaders.

An overall strategy for leadership development need to be drawn up for all types of leader. The Board member training was well received with over 24 benefiting.

Local YMCA Associations

We have budgeted for \$13,500 for a centre in Prague. We estimate 1000 people will be reached in the first year.

Assistance has been given to local associations in 5 centres, Krnov, Cernilov, Hradec Kralove and Letohrad to develop general programmes as well as marriage Encounter to assist in the general budget for training and Camp work.

The money has been distributed over a range of activities such as sport, camping, library, crafts and work with families. Outside the Ten Sing groups, it is estimated that almost 1000 young people have been involved in Saphir supported initiatives. The areas of difficulty seem to be in the recruitment of committed volunteers.

Conclusion

The Mid term evaluation is the definitive statement of the current position of the development of the programme. It is clear that what is happening will need a further commitment for 2/3 years if the effects are to be maximized.

The Czech Republic YMCA now has a mission statement and 3 year plan with action steps and 17 Programme priorities set.

SLOVAKIA

Summary

The situation in Slovakia is very different (again see the midterm evaluation pages 30-36). The restitution question is still not resolved and is further off than in Czech lands. The building in Bratislava is still only managed by the YMCA. The Y has brought several small cottages in Kremnice to develop as a small camp for use and hire.

There are 9 local associations with an estimated 1000 members operating a variety of programmes including sports and camp. Including Sports and camp. SAPHIR have assisted in 14 such projects.

Staffing at national level is the opposite to that in the Czech republic, with the Director assisted by a part time camp secretary, and finance secretary with one office worker.

Training at professional, board and volunteer levels is less well defined than in the Czech republic with only a few Slovaks taking part in such initiatives, (with the exception of the last board members training event.) Saphir has supported 14 initiatives in Slovakia to date.

Institutional Development

The Executive Director for Slovakia is assisted by one secretary. He has responsibility for the Programme Secs. in Kremnice and Bystrica, the part time camp Secretary, the finance staff, and the management of the building in Bratislava. This latter responsibility involves the financial viability of the unit, the upkeep, lettings and future development. This is delegated in varying degrees through a number of staff involved in maintenance (10), hostel work (4), kitchen (5) and management of the day to day operation (the latter through the manager).

The posts of programme secretary for Bratislava as well as regional secretary have been advertised.

Leadership training

As with the previous section, the situation in Slovakia is very much on the back of the Czech initiatives. Members attended the board member training in February, 2 Slovaks went to Denmark, one to the Nationalism seminar, and 4 have been accepted for ICCP programmes.

The Ten Sing volunteers from Norway organized a joint training event which was well attended by young people from both republics. The Scout movement with its own part time camp secretary do operate a good Saphir-supported training project for the volunteer leaders.

Programme Development

Saphir funds a few initiative from the Slovak YMCA. With the dismissal of the Programme Secretary the camp work is uncertain for 1993 except for the Scout Programmes. Other initiatives are slow to move. The Information centre has been postponed.

The 14 Saphir-funded initiatives cover training events (Lakeside, Camp Philia, Swedish games, Interpoint and Board member) as well as a national volley ball event, local programmes in Banska, Bratislava, Forest YMCA and Kremnice as well as Ten Sing.

The programmes have had an impact on approximately 1000 people.

Conclusion

The Mid term evaluation is the definitive statement of the current position of the development of the programme. It is clear that what is happening will need a further commitment for 2/3 years if the effects are to be maximized.

The Slovak YMCA are moving in this area but are still experiencing problems of identity and internal cohesion.

**AUTHORIZED SAPHIR PROJECTS — CONT'D
YMCA OF CZECH REPUBLIC**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Marriage Encounter Krnov (Phase 1)	Czech Republic	Feb. 1993 Dec. 1993	4,500.00	<ul style="list-style-type: none"> ● Support for program of YMCA Marriage Encounter
Ten Sing Tour Project YMCA Czech Republic (Phase 1)	Czech Republic	Jan. 1993 July 1993	6,700.00	<ul style="list-style-type: none"> ● Development of Ten Sing ● Other types of youth work ● Close cooperation w/ YMCA Norway ● Part of project 1992/93 covering Hungary ● Slovakia & Czech Republic 1993
Board member training YMCA Slovak Republic (Phase 1)	Czech Republic	Jan. 1993 March 1993	700.00	<ul style="list-style-type: none"> ● training seminar for 40 board members ● Czech and Slovak Republic
Board Member training YMCA Czech Republic (Phase 1)	Czech Republic	Jan. 1993 March 1993	1,400.00	<ul style="list-style-type: none"> ● training for 40 board members ● from Czech & Slovak Republic
Letohrad YMCA Sports Programme (Phase 1)	Czech Republic/ Letohrad	Jan. 1993 Dec. 1993	350.00	<ul style="list-style-type: none"> ● development of softball programme
Cernilov Music Activities (Phase 1)	Czech Republic	Jan. 1993 Dec. 1993	500.00	<ul style="list-style-type: none"> ● establish a library

**AUTHORIZED SAPHIR PROJECTS — CONT'D
YMCA OF CZECH REPUBLIC**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Participation in EAY Christian Orientation Workshop (Phase 1)	Czech Republic	Jan. 1993 Feb. 1993	1,100.00	<ul style="list-style-type: none"> ● EAY workshop on ecumenical and cultural aspects of YMCA programmes
Czech Programme Library (Phase 1)	Czech Republic	Jan. 1993 Dec. 1993	1,500.00	<ul style="list-style-type: none"> ● Development of training library for YMCA programmes
Ten Sing Video Promotion (Phase 1)	Czech Republic	Jan. 1993 Dec. 1993	375.00	<ul style="list-style-type: none"> ● Production of professional Ten Sing Video promotion film
Ten Sing Video Promotion (Phase 1)	Slovakia	Jan. 1993 Dec. 1993	375.00	<ul style="list-style-type: none"> ● Production of professional Ten Sing Video promotion film
Ten Sing Tour Project YMCA Slovakia (Phase 1)	Slovakia	Jan. 1993 July 1993	3,300.00	<ul style="list-style-type: none"> ● Development of Ten Sing & other youth work ● Close Cooperation w/YMCA Norway ● Part of project 1992/93 covering Hungary ● Slovak and Czech Republic 1993
Program Development in Forest YMCA (Phase 1)	Slovakia	Jan. 1993 Dec. 1993	4,300.00	<ul style="list-style-type: none"> ● Camp equipment and training cost ● Scouting activities in forest YMCA Bratislava
Kremnice Volunteer Training (Phase 1)	Slovak Republic	Feb. 1993 March 1993	500.00	<ul style="list-style-type: none"> ● Seminar in Kremnice ● Developing links with Lisburn/Ireland

**AUTHORIZED SAPHIR PROJECTS
YMCA OF SLOVAK REPUBLIC**

PROJECT TITLE/SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Slovak International Volleyball Competition (Phase 1)	Slovak Republic	Feb. 1993 May 1993	2,000.00	<ul style="list-style-type: none"> ● International volleyball competition with attendance from other Saphir countries.
Local Ten Sing Development Bratislava and Kremice (Phase 1)	Slovak Republic	Feb. 1993 Dec. 1993	600.00	<ul style="list-style-type: none"> ● Support for local Slovak Ten Sing Project
Slovak Participation in German Ten Sing Seminar (Phase 1)	Slovak Republic	Feb. 1993 Aug. 1993	850.00	<ul style="list-style-type: none"> ● Participation of 2 Slovak Ten Singers in German Ten Sing Seminar
Slovak Participation In Camp Philia (Phase 1)	Slovak Republic	Feb. 1993 Aug. 1993	940.00	<ul style="list-style-type: none"> ● Two Slovak members at Camp Philia 1993, Wales.
Ten Sing Video Promotion (Phase 1)	Slovakia	Jan. 1993 Dec. 1993	375.00	<ul style="list-style-type: none"> ● Production of professional Ten Sing Video promotion film
Ten Sing Tour Project YMCA Slovakia (Phase 1)	Slovakia	Jan. 1993 July 1993	3,300.00	<ul style="list-style-type: none"> ● Development of Ten Sing & other youth work ● Close Cooperation w/YMCA Norway ● Part of project 1992/93 covering Hungary ● Slovak and Czech Republic 1993
Program Development in Forest YMCA (Phase 1)	Slovakia	Jan. 1993 Dec. 1993	4,300.00	<ul style="list-style-type: none"> ● Camp equipment and training cost ● Scouting activities in forest YMCA Bratislava
Kremnice Volunteer Training (Phase 1)	Slovak Republic	Feb. 1993 March 1993	500.00	<ul style="list-style-type: none"> ● Seminar in Kremnice ● Developing links with Lisburn/Ireland

**AUTHORIZED SAPHIR PROJECTS
YMCA OF CZECH AND SLOVAK FEDERAL REPUBLIC**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Youth Information Points CSFR (Phase I) Establishing and operating two Information and Counselling Centers in Prague and Bratislava.	CSFR	Jan. 1992 Dec. 1992	27,000.00	<ul style="list-style-type: none"> ● Prague scheduled to open in October; Bratislava continues to be delayed due to difficulties with building premises ● 1 staff in place in Prague ● estimated to serve 1000 youth in Year I
Ten Sing Development in the CSFR Info. about training in local development of Ten Sing activities in local associations, w/Ten Sing Development in Hungary.	CSFR	Feb. 1992 August 1992	11,000.00	<ul style="list-style-type: none"> ● In-progress ● local activities in Prague, Bratislava and Krnov ● approximately 36 participants
Krnov Association Program Development (Phase 1) Employment of a part time youth program worker for one year, development of "Marriage Encounter" group and related activities	Krnov	March 1992 March 1993	8,800.00	<ul style="list-style-type: none"> ● 100 members ● seed-support for program development ● two summer family camps for 220 families (400 youth) ● over 60 youth active volunteers
Ten Sing Development/CSFR (Phase 1) Info. about, training in and local development of Ten Sing activities in local associations, close cooperation with Ten Sing development in Hungary	CSFR	Nov. 91 April 1992	5,000.00	<ul style="list-style-type: none"> ● Complete ● 50 participants

**AUTHORIZED SAPHIR PROJECTS — CONT'D
YMCA OF CZECH AND SLOVAK FEDERAL REPUBLIC**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
CSFR Camp Leadership Training (Phase 1) Participation of two camp leaders at the international camp leaders training of the European Camping Group, Camp Lakeside/England	CSFR	April 1992	800.00	<ul style="list-style-type: none"> ● complete ● two staff trained for summer camping programs
Cernilov YMCA, Canoe Project (Phase 1) Canoe construction and canoe trip with youth group.	Cernilov	April 1992 May 1993	4,600.00	<ul style="list-style-type: none"> ● on-going ● summer water camp held ● 40 local members ● canoe construction project underway
Leadership Training Course for Sports Leaders/Participation in YMCA Games Sweden (Phase 1) 4 Czechoslovakians in activity with the goal of gaining experience in running and learning basic philosophy of this sports program	CSFR	July 1992 July 1992	3,459.84	<ul style="list-style-type: none"> ● 12 youth participants ● youth returned to active leadership role in summer programs ● leadership development designed for C/E Europe leaders
Bratislava Baseball Project (Phase 1) Development of a baseball department in the YMCA of Bratislava	CSFR	Sept. 1992 Sept. 1993	1,500.00	<ul style="list-style-type: none"> ● on-going program ● 21 participants, 50 projected participants
Bratislava Volleyball Project (Phase 1)	CSFR	Sept. 1992 Sept. 1993	1,500.00	<ul style="list-style-type: none"> ● on-going program ● 22 participants, 50 projected participants

**AUTHORIZED SAPHIR PROJECTS — CONT'D
YMCA OF CZECH AND SLOVAK FEDERAL REPUBLIC**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Youth Programs in Hradec Kralove (Phase 1) Development of Youth Programs in YMCA in Hradec Kralove, with special emphasis on camp work, music and handicrafts.	CSFR	July 1992 Aug. 1993	3,200.00	<ul style="list-style-type: none"> ● on-going program development ● 40 participants at summer camp ● 20 participants in music, craft programs
Banska Bystrica Music & Camp (Phase 1) Establishment of a youth center; development of youth programs	CSFR	Sept. 1992 Sept. 1993	4,000.00	<ul style="list-style-type: none"> ● on-going ● no report available
Cernolov YMCA, Programme Development (Phase 1)	CSFR	Oct. 1992 Oct. 1992	200.00	<ul style="list-style-type: none"> ● Support for English language courses

**AUTHORIZED SAPHIR PROJECTS — CONT'D
YMCA OF CZECH AND SLOVAK FEDERAL REPUBLIC**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Cernilov YMCA Canoe Project (Phase 1, & 2)	CSFR	Oct. 1992 Oct. 1992	1,600.00	<ul style="list-style-type: none"> ● Bicycles and trailer to expand canoe project.
Volunteer for Europe seminar (Phase 1)	CSFR	Nov. 1992 Nov. 1992	750.00	<ul style="list-style-type: none"> ● Participation in EAY "Volunteers for Europe" Seminar
Ten Sing Tour Project YMCA Czech Republic (Phase 1)	Czech Republic	Jan. 1993 July 1993	6,700.00	<ul style="list-style-type: none"> ● Development of Ten Sing ● Other types of youth work ● Close cooperation w/ YMCA Norway ● Part of project 1992/93 covering Hungary ● Slovakia & Czech Republic 1993
Board member training YMCA Slovak Republic (Phase 1)	Czech Republic	Jan. 1993 March 1993	700.00	<ul style="list-style-type: none"> ● training seminar for 40 board members ● Czech and Slovak Republic
Board Member training YMCA Czech Republic (Phase 1)	Czech Republic	Jan. 1993 March 1993	1,400.00	<ul style="list-style-type: none"> ● training for 40 board members ● from Czech & Slovak Republic
Letohrad YMCA Sports Programme (Phase 1)	Czech Republic/ Letohrad	Jan. 1993 Dec. 1993	350.00	<ul style="list-style-type: none"> ● development of softball programme
Cernilov Music Activities (Phase 1)	Czech Republic	Jan. 1993 Dec. 1993	500.00	<ul style="list-style-type: none"> ● establish a library

**AUTHORIZED SAPHIR PROJECTS — CONT'D
YMCA OF CZECH AND SLOVAK FEDERAL REPUBLIC**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Participation in EAY Christian Orientation Workshop (Phase 1)	Czech Republic	Jan. 1993 Feb. 1993	1,100.00	<ul style="list-style-type: none"> ● EAY workshop on ecumenical and cultural aspects of YMCA programmes
Czech Programme Library (Phase 1)	Czech Republic	Jan. 1993 Dec. 1993	1,500.00	<ul style="list-style-type: none"> ● Development of training library for YMCA programmes
Ten Sing Video Promotion (Phase 1)	Czech Republic	Jan. 1993 Dec. 1993	375.00	<ul style="list-style-type: none"> ● Production of professional Ten Sing Video promotion film
Ten Sing Video Promotion (Phase 1)	Slovakia	Jan. 1993 Dec. 1993	375.00	<ul style="list-style-type: none"> ● Production of professional Ten Sing Video promotion film
Ten Sing Tour Project YMCA Slovakia (Phase 1)	Slovakia	Jan. 1993 July 1993	3,300.00	<ul style="list-style-type: none"> ● Development of Ten Sing & other youth work ● Close Cooperation w/YMCA Norway ● Part of project 1992/93 covering Hungary ● Slovak and Czech Republic 1993
Program Development in Forest YMCA (Phase 1)	Slovakia	Jan. 1993 Dec. 1993	4,300.00	<ul style="list-style-type: none"> ● Camp equipment and training cost ● Scouting activities in forest YMCA Bratislava
Kremnice Volunteer Training (Phase 1)	Slovak Republic	Feb. 1993 March 1993	500.00	<ul style="list-style-type: none"> ● Seminar in Kremnice ● Developing links with Lisburn/Ireland

HUNGARY

Institutional Development

The situation at national level within the Hungarian YMCA still demands a lot of concern and involvement also from the Saphir staff, both at board and at professional level. To improve the present situation in the board and at professional level a clear strategy is developed and agreed upon by all parties involved. The international support in this field is well coordinated. Only be seen so far, 3-4 months after the launching of the strategy in December and the situation remains critical.

At regional level the situation is improving, the three regional secretaries are already proving through their performance that the establishing of a regional level is sensible. It helps the communication between national and local level and gives the necessary base for a stronger extension of the organization at local level.

At local level the programme development is growing and in some local associations the activities have reached a relatively strong and solid level with a variety of programmes and a high number of participants and good local leadership development as an integral part of the programmes.

A tour of Hungarian local associations together with the National Secretary in February has inspired more local programme projects under Saphir which will be prepared this spring.

Property

Only slow progress in the work to get one YMCA building in Budapest returned to the YMCA. There are still hopes to have the building back this summer.

Staffing situation

Three regional secretaries now working, located in Debrecen, Bekescsaba and Enying.

The position of a Financial Director in the National Office is still open.

Leadership training

National level

A conference in February 1993 for the instructors at national leadership training courses to discuss and make plans for the summer courses in 1993.

International level

1 member of the Hungarian YMCA sports committee participated in a sports seminar in Prague 27/2-2/3-93.

1 participant in EAY Christian Orientation Workshop in Helsinki.

Conclusion

Through a network of leadership training courses, national and regional conferences and a regional structure, the local associations have been considerably strengthened over the last year. Among the more developed associations now are Debrecen, Bekescsaba, Nyirbogdany, Kiskoros, Chakvar, Kondoros and Budapest.

Although most of these national or regional inputs have been financially supported through Saphir, the results in some local associations is more and more self sufficient programme development and more independent institutional growth.

If this development continues over the next 12 months, a certain level of self sufficiency at local level will be reached by the end of the Saphir project.

These local associations are still not able to carry the weight of a regional and national structure which can extend this growth to other local associations.

AUTHORIZED SAPHIR PROJECTS YMCA OF HUNGARY

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
<p>Theater Seminar Matrahaza/Hungary (Phase 1&2)</p> <p>Two Theater Seminars for development and promotion of theater activities in the Hungarian YMCA</p>	<p>Matrahaza</p>	<p>Nov. 1991 Nov. 1991</p>	<p>2,474.00</p>	<ul style="list-style-type: none"> ● complete ● 50 participants ● good atmosphere, but content of lectures needs improvement ● methodology and organization weak relative to similar programs in Hungary
<p>Ten Sing Debrecen/Hungary (Phase 1)</p> <p>To build a local Ten Sing group in Debrecen. it serves as a model for promoting Ten Sing activities in the whole of Hungary.</p>	<p>Debrecen</p>	<p>Nov. 1991 April 1992</p>	<p>18,900.00</p>	<ul style="list-style-type: none"> ● on-going program ● 160 Trained ● 1000 pupils attend event in schools ● 70-80 members meet regularly ● Outcome: continued formation of local youth groups.
<p>Sports Program Debrecen/Hungary (Phase I)</p> <p>Start-up of sports program in the YMCA of Debrecen.</p>	<p>Debrecen/ Hungary</p>	<p>Feb. 1992 July 1992</p>	<p>650.00</p>	<ul style="list-style-type: none"> ● postponed until Autumn

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF HUNGARY

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
<p>Saphir Program Institute, Nyiregyhaza/Hungary</p> <p>First Saphir Program Institute</p>	Nyiregyhaza	March 1992 March 1992	40,000.00	<ul style="list-style-type: none"> ● complete ● 92 participants from C/E Europe trained in 15 program areas ● 34 trainers from international YMCA movement
<p>"Literature-Coffee-House Course" Bekescsaba/Hungary (Phase I)</p> <p>To teach Hungarian YMCA leaders how to organize Literature-Coffee-House Programs in their groups.</p>	Bekescsaba	May 1992 August 1992	2,330.00	<ul style="list-style-type: none"> ● complete ● carefully planned and well-organized ● important model of outreach work with community
<p>National Creative-Camp, Bekescsaba/Hungary (Phase 1)</p> <p>Creative camp for 60 participants, located in a school, to train YMCA leaders to organize creative groups in their own place, develop skills in fine arts and help to grow spiritually.</p>	Bekescsaba	June 1992/ August 1992	5,200.00	<ul style="list-style-type: none"> ● postponed until Spring 1993 ● 60 participants expected
<p>Gamebook "Do you want to play" (Phase 1)</p> <p>Printing of a book with 100 games for youth groups, produced by Hungarian KIE/YMCA Editorial Board.</p>	Hungary	July 1992 Jan. 1993	2,400.00	<ul style="list-style-type: none"> ● on-going ● printing of materials to encourage local program development

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF HUNGARY

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
<p>Camp Leadership Training Hungary (Phase 1)</p> <p>Participation of two camp leaders at the international camp leaders training of the European Camping Group, Camp Lakeside/England</p>	Hungary	April 1992	700.00	<ul style="list-style-type: none"> ● completed
<p>Democracy in Action Workshop (Phase 1)</p> <p>Participation of 4 Hungarians on Democracy in Action Workshop of Polish YMCA.</p>	Hungary	April 1992 April 1992	300.00	<ul style="list-style-type: none"> ● completed ● good-feedback from participants ● valuable lectures, good experience with other youth in region
<p>National VEZESS! Magazine YMCA Hungary (Phase 1)</p> <p>Support for 4 issues of the YMCA youth leader magazine "Vezess!"</p>	Hungary	May 1992 May 1993	2,200.00	<ul style="list-style-type: none"> ● in-progress ● one issue printed
<p>Publishing program materials YMCA Hungary (Phase 1)</p> <p>Support publishing: US\$ 2,800 paid back by Dec. 31, 1992. all overhead profits liquidity-investment go to the next YMCA/KIE Hungary publication.</p>	Hungary	May 1992 May 1993	3,000.00	<ul style="list-style-type: none"> ● in-progress

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF HUNGARY

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
<p>Sport Program Csakvar/YMCA Hungary (Phase 1)</p> <p>YMCA Sports Seminar for the development of Sports in the YMCA Hungary.</p>	Csakvar	May 1992 June 1992	846.40	<ul style="list-style-type: none"> ● complete ● 40 participants ● lower participation than expected ● internal evaluation indicates success of event
<p>Leadership Training Course for Sports Leaders/Participation in YMCA Games Sweden (Phase 1)</p> <p>Participation of 4 Hungarians in activity, with the goal of gaining experience in running such, and learning about the basic philosophy of the sports programs.</p>	Hungary	July 1992 July 1992	1,600.00	<ul style="list-style-type: none"> ● complete ● 12 participants trained ● leadership development course designed for C/E Europe leaders ● very positive evaluation
<p>National Ten Sing Project YMCA Hungary (Phase 2)</p> <p>Development of Ten Sing and other type of youth work in close cooperation with YMCA Norway.</p>	Hungary: Tiszadcb Debrecen Budapest Kiszkoros	August 1992/ Dec. 1992	10,000.00 (Total budget is \$325,000)	<ul style="list-style-type: none"> ● 6 Ten Sing groups established ● evaluation process is ongoing ● very positive feed back from local and national level ● around 5000 youth have been in touch with this project ● raised public profile for YMCA in the cities visited by the project group
<p>Sport Program YMCA Hungary (Phase 1)</p> <p>Development of YMCA Sport in Hungary and with special emphasis in Budapest. Includes 1-year employment of a sports secretary.</p>	Hungary	Sept. 1992 Sept. 1993	5,500.00	<ul style="list-style-type: none"> ● delayed

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF HUNGARY

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
National Leadership Training Courses Phase 1 Courses for beginners and advanced leaders.	Hungary	July 1992 August 1992	15,000.00	<ul style="list-style-type: none"> ● three National Leadership training courses work skills and YMCA Program work ● 145 participants in 3 courses ● mixed feed-back from national leadership training committee ● too few instructors for advanced levels
Hungarian YMCA Saphir Program Conference 1992 Expansion/follow-up of March 1992 Saphir program institute by YMCA of Hungary	Tiszadob, Hungary	August 1992 August 1992	10,000.00	<ul style="list-style-type: none"> ● complete ● 100 participants ● organization good, methodology of training poor ● important event completely organized by national/local YMCA ● internal evaluation completed
Dance Seminar Budapest/Hungary Phase 1 National KIE dance seminar part of youth group program.	Hungary	August 1992 October 1992	1,055.12	<ul style="list-style-type: none"> ● complete ● organization of a National KIE dance seminar as part of youth group program ● observations of planning -- good with appropriate methodological basis
Saphir Coordination with Romania (Phase 1)	Hungary	Dec. 1992	500.00	<ul style="list-style-type: none"> ● Mtg. to coordinate cooperation between Romania & Hungary ● Field of Saphir projects & leadership training.
Song book, publication YMCA Hungary	Hungary	Dec. 1992	3,000.00	<ul style="list-style-type: none"> ● 800 copies sold

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF HUNGARY

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Participation in EAY Christian Orientation Workshop (Phase 1)	Hungary	January 1993 Feb. 1993	1,125.00	● EAY Orientation Workshop
Regional Programme Secretary Bekescsaba/Hungary (Phase 1)	Hungary	January 1993 Dec. 1993	2,500.00	● Contribution of salary cost to regional programme secretary
Ten Sing Video Promotion (Phase 1)	Hungary	January 1993 Dec. 1993	750.00	● Production of Ten Sing video
Equipment for National Ten Sing Programme Hungary (Phase 1)	Hungary	March 1993 Dec. 1993	10,000.00	● Basic equipment for local Ten Sing Group
Participation in Sports Seminar, Prague (Phase 1)	Hungary	June 1993 Sept. 1993	250.00	● 1 Member of Hungary YMCA Sports committee participate in Seminar European Christian Sports Union in Prague
National Creative-Camp, Bekescsaba/Hungary (Phase 2)	Hungary	Feb. 1993 Aug. 1993	500.00	● Additional budget for programme expenses due to postponement of project
Participation in Camp Philia 1993 (Phase 1)	Hungary	June 1993 Sept. 1993	600.00	● 3 Hungarians participate in European Philia Camp

POLAND

Institutional Development

Property

In Warsaw the final formalities for the take over of the building in Konopnickiei street 6 are still missing, and no final date is set. In Lodz a court trial is still going on regarding YMCA property.

In Krakow there may be a formal take over of the building without any legal actions. There are already negotiations with an Austrian Hotel-company for a possible joint-venture. The Austrian company is interested in investing in a hotel on a piece of land belonging to the YMCA-building. They are interested in assisting the YMCA in the formal proceedings to take over the building, then assist the YMCA in renovating the old building.

The Summer Camp Piliza is still an unsettled matter.

The YMCA-building in Gdynia is still the only one formally returned to the YMCA and this operation is well run.

Staffing situation

Ten programme directors are now working in the local YMCA branches, except for Jelena Gora all branches have a programme director, only Gdynia full time. There are hopes that Warsaw, Lodz and Krakow will have their buildings back during 1993 and therefore the strategy is to offer these three branches full time programme directors and general directors by the end of this year.

Membership

January 1, 1993 there are 3000 members in the Polish YMCA, of which 2400 are youth members.

Some financial perspectives

Fifty-percent of the staff salaries of YMCA of Poland are covered by international support (this does not mean from Saphir funds).

The national council plans to support the general directors' posts in the branches for 5 months, after that they have to take full responsibility for these posts themselves on local level.

Saphir covers now 65% of national programme needs and 90% of the national contributions to local programme development.

Fund raising is clearly the biggest challenge for 1993. The new "Foundation of the Polish YMCA" is now established and legally registered through the Lublin branch after 2 years of legal proceedings. There are now discussions going on to define a business concept for this foundation.

"YMCA-Tour Gdynia" is operating.

There are contacts on high level in the government and plans to organize a better approach to and lobbying of the government to raise the awareness about and strengthen the financial support to the YMCA.

Certain foundations like the Open Society have been approached.

Leadership training

National level

The national leadership training scheme is working very well. This year there will be 2 courses on level 2 and 1 course on level 4. There are now 26 certified leaders having completed the fourth level training and 70 leaders having completed the second level.

There is now a need to involve 4th step leaders in international training activities.

International level

2 participants at the EAY Christian Orientation workshop in Helsinki.

1 participant at the Strasbourg Conference on Nationalism in March.

2 participants at the YWCA training course in Austria for Refugee work.

Conclusion

The programme development on local level is very promising. The variety of programmes has increased and the potential for a fruitful replication to other local associations should be high.

The leadership training courses function as a "melting pot" for ideas and

local YMCA-development and strengthen the contacts between the different branches. Some of the latest Saphir-projects have been developed through the leadership training courses.

Another strong element in the strategy to develop further the local YMCAs is the local leadership training conferences implemented by the National Council in all branches during 1993. This project is still being prepared for Saphir support.

Together with a much more realistic summer programme and a general programme strategy the programme development in Poland has made a major step forward over the last year.

The next 12 months will be crucial for the development of a realistic fund raising plan which can provide the Polish YMCA with a basis to support the existing level of programme work.

AUTHORIZED SAPHIR PROJECTS YMCA OF POLAND

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
"Young Generation of Poles" (Phase 1) Production of a scientific book on the situation of Polish youth.	Poland	March 1992 May 1992	3,000.00	<ul style="list-style-type: none"> ● in collaboration with Warsaw University ● to be published in October 1992 ● will include abbreviated English translation
Camp Equipment Project (Phase 1) Procurement of camp equipment for YMCA camping activities.	Poland	March 1992 Dec. 1992	2,800.00	<ul style="list-style-type: none"> ● completed ● 8 YMCA branches, 22 summer camps supported
Unemployment Program Lodz (Phase 1) Lodz YMCA courses for unemployed to restore self esteem, find new jobs or set up own business.	Lodz	March 1992 Feb. 1993	4,000.00	<ul style="list-style-type: none"> ● 80 participants; two courses ● collaboration with Univ. of Lodz and local business ● 50% of participants were employed after course ● YMCA developing national level strategy for this program
Democracy in Action Workshop for discussion & promotion of education programs for democracy.	Lodz	April 1992 May 1992	1,514.00	<ul style="list-style-type: none"> ● completed ● evaluated ● 37 participants: 24 Polish YMCA, 4 Hungarian YMCA, 3 Bulgarian YMCA, 5 CSFR YMCA, 1 Netherlands

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF POLAND

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
<p>Camp Leadership Training Poland (Phase I)</p> <p>Participation of three camp leaders at the international camp leaders training of the European Camping Group, Camp Lakeside/England</p>	<p>Camp Lakeside/England</p>	<p>April 1992</p>	<p>1,000.00</p>	<ul style="list-style-type: none"> ● completed ● positive feedback from participants received
<p>Camp based leadership Development (Phase I)</p> <p>Four-stage Camp based Leadership Development program for Polish leaders; local and national events and camps</p>	<p>Poland</p>	<p>May 1992 Dec. 1992</p>	<p>5,500.00</p>	<ul style="list-style-type: none"> ● completed ● 250 youth participants during 1992 ● have now completed all 4 levels of the national leadership training scheme
<p>Ten Sing Workshop in Olstyn (Phase 1)</p> <p>Contribution to Ten Sing Promotion concert tour and development of Polish Ten Sing leaders</p>	<p>Olstyn</p>	<p>May 1992 Aug. 1992</p>	<p>7,500.00</p>	<ul style="list-style-type: none"> ● 85 youth participants from Poland and Europe ● international participation lower than expected ● some organizational weaknesses, but overall an effective programmatic impact
<p>International Kids Camp (Phase 1)</p> <p>Camp program for children and camp related leadership development in an international setting</p>	<p>Warsaw</p>	<p>June 1992 Aug. 1992</p>	<p>3,500.00</p>	<ul style="list-style-type: none"> ● 50 youth participants

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF POLAND

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
International Youth Camp (Phase 1) Camp program for youth and camp related leadership development in an international setting	Poland	June 1992 August 1992	9,000.00	<ul style="list-style-type: none"> ● completed ● 55 participants ● international attendance lower than expected ● well-organized camp with leadership development component
Leadership Training Course for Sports Leaders/ Participation in YMCA Games Sweden (Phase 1) Participation of 4 Poles in above mentioned activity, goal is to gain experience in running and learning about the basic philosophy of the sports program	Sweden	July 1992 July 1992	3,460.00	<ul style="list-style-type: none"> ● completed ● 12 participants ● leadership development course designed for C/E Europe leaders ● very positive evaluation
Szcstytno YMCA Rehabilitation Program (Phase 1) 3 weeks Day Camp for Rehabilitation program for children suffering with brain paralysis	Szcstytno	August 1992 Oct. 1992	696.00	<ul style="list-style-type: none"> ● completed ● rehabilitation for 14 youth ● well-organized ● follow-up underway with youth ● report to be distributed as example
Unemployment Program Gdynia (Phase 1) Gdynia YMCA will organize courses for unemployed to help restore self esteem	Gdynia	Sept. 1992 March 1993	1,500.00	<ul style="list-style-type: none"> ● delayed, first course in October ● 2 courses/ 100 participants ● inspired by Lodz YMCA program

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF POLAND

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
<p>Ecotour Poland (Phase 1)</p> <p>Ecological travelling Camp to visit damaged sites in Poland; meet with local groups to help with their problems; start building network of YMCA groups; also visit parks and reserves undamaged by pollution</p>	<p>Poland</p>	<p>July 1992 August 1992</p>	<p>0.00</p>	<ul style="list-style-type: none"> ● cancelled due to low registration from international participants ● good organizational and planning learning experience
<p>Olsztyn Ecological Camp (Phase 1)</p> <p>Ecological Camp in Babieta focus in ecological issues in Poland and around the world, studying wildlife, nature reserves and tree planting, river and lake pollution with goal of encouraging local environmental program development</p>	<p>Babieta</p>	<p>July 1992 Sept. 1992</p>	<p>1,999.00</p>	<ul style="list-style-type: none"> ● completed ● 35 participants; 8 Canadian, 4 Slovakian; 2 Scottish, 1 German; 20 Polish ● well-organized, interesting program with good combination of practicum an inspirational experience
<p>Ten Sing Development in Olstyn (Phase 1)</p> <p>Contribution to Ten Sing Promotion concert tour and development of Polish Ten Sing leaders</p>	<p>Olstyn</p>	<p>May 1992 August 1992</p>	<p>2,300.00</p>	<ul style="list-style-type: none"> ● on-going ● written strategy for national development underway

AUTHORIZED SAPHIR PROJECTS -- CONT'D YMCA OF POLAND

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Krakov Camp Program Local association youth camping program	Krakov	August 1992 October 1992	1,400.00	<ul style="list-style-type: none"> ● completed ● no reports available yet ● important learning experience for local association
International Kids Camp (Phase 1) Camp program for children and camp related leadership development in an international setting	Polar	June 1992 August 1992	3,500.00	<ul style="list-style-type: none"> ● completed ● 55 participants ● well-organized; leadership component
Volunteer For Europe Seminar (Phase 1)	Pc	June 1992 August 1992	600.00	<ul style="list-style-type: none"> ● 1 participant ● important for polish integration into the general EAY structure
Movie-club Gdynia (Phase 1)	Gdynia	Nov. 1992 Jan. 1993	1,000.00	<ul style="list-style-type: none"> ● weekly club working with video ● useful for other programme work ● high degree of self financing
Lublin: Local Camp counsellors training (Phase 1)	Lublin	Nov. 1992 Nov. 1993	300.00	<ul style="list-style-type: none"> ● 3 day course ● 45 participants ● fund raising ideas to provide financing.

AUTHORIZED SAPHIR PROJECTS CONT'D YMCA OF POLAND

PROJECT TITLE SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US \$	COMMENTS
Warsaw: leaders club programme Poland	Warsaw	Nov. 1992 Nov. 1993	2,000.00	<ul style="list-style-type: none"> ● combined programme ● regular meeting Warsaw based leaders ● annual meetings outside Warsaw ● follow-up individualized leadership development
Warsaw: Kids programme (Phase 1)	Warsaw	Nov. 1992	1,000.00	<ul style="list-style-type: none"> ● 15 participants 3-4 hours weekly, ● discussion of art ● english classes & swimming
Warclav: Local leadership Training Camp (Phase 1)	Poland	Nov. 1992 Nov. 1993	1,000.00	<ul style="list-style-type: none"> ● local leadership training 1 and 3 14 days ● 20 participants
Olystin: Art Club (Phase 1) Art club ages 3-19	Poland	Nov. 1992 Nov. 1993	600.00	<ul style="list-style-type: none"> ● the main focus of this programme is the summer instruction camp ● will meet for preparatory activities during the year
Olystn: Preparation camp for Earth Corps (Phase 1)	Poland	Nov. 1992 Nov. 1993	800.00	<ul style="list-style-type: none"> ● 8 days for 30 persons ● 3 volunteer instructors from the USA
Bike tour to Chestohowa	Poland	Nov. 1992 Aug. 1993	400.00	<ul style="list-style-type: none"> ● two local branches working together on project with spritual dimensions ● 8 days 10 participants

**AUTHORIZED SAPHIR PROJECTS CONT'D
YMCA OF POLAND**

PROJECT TITLE SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US \$	COMMENTS
Meeting for Development of programme strategy (Phase 1)	Poland	Oct. 1992 Nov. 1992	1,055.45	<ul style="list-style-type: none"> ● a very fruitful meetng, short-term and long-term ● programme development plans were made as well as structure for national programme committees.
Szczecin: Small Academy of Economics	Poland	Aug. 1992	1,250.00	<ul style="list-style-type: none"> ● 2 sessions a 3-4 days for 10 participants. ● participants to do practical work in order to provide free board and lodging.
Participation in EAY Christian Orientation Workshop (Phase 1)	Poland	January 1993 Feb. 1993	1,950.00	<ul style="list-style-type: none"> ● 2 Polish participants ● EAY Christian Orientation Workshop ● Working on ecumenical & cultural aspects of YMCA
Training for Leaders of YMCA English Classes (Phase 1)	Poland	March 1993 Dec. 1993	1,300.00	<ul style="list-style-type: none"> ● 3 day training sessions for English Language instructors
English Course for Unemployed Gdynia (Phase 1)	Poland	March 1993 Dec. 1993	1,200.00	<ul style="list-style-type: none"> ● Course for young unemployed to get basic English language knowledge for jobs as waiters, shop-assistant, secretary etc.

**AUTHORIZED SAPHIR PROJECTS
YMCA OF POLAND**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Self-Training Course in English Language, Gdynia (Phase 1)	Poland	March 1993 Dec. 1993	1,500.00	<ul style="list-style-type: none"> ● Group for self-studies in English ● Supervision by instructor ● Additional language training camp in summer.
Family Health Club Gdynia (Phase 1)	Poland	March 1993 Dec. 1993	1,600.00	<ul style="list-style-type: none"> ● Various sporting activities in the gymnasium of Gdynia YMCA and on excursions with kayak, bicycle etc.
Movie Club Warsaw (Phase 1)	Poland	March 1993 Dec. 1993	2,150.00	<ul style="list-style-type: none"> ● Basic training for volunteers for cultural programmes ● Meetings with movie directors, actors, animators of cultural life
Classic & Jazz Music Club Warsaw (Phase 1)	Poland	March 1993 Dec. 1993	1,500.00	<ul style="list-style-type: none"> ● Training for volunteers ● monthly mtgs w/small concerts ● Mtg with musicians, ● Visits to opera, ballet, concert halls
Counsellors Training for International Kids Camp (Phase 1)	Poland	March 1993 Dec. 1993	1,800.00	<ul style="list-style-type: none"> ● 3 days training before camp starts ● for 12 leaders

**AUTHORIZED SAPHIR PROJECTS
YMCA OF POLAND**

PROJECT TITLE/ SHORT DESCRIPTION	LOCATION	DATE START/END	AMOUNT US\$	COMMENTS
Job Club Warsaw Branch (Phase 1)	Poland	March 1993 Dec. 1993	1,000.00	<ul style="list-style-type: none"> ● Job club in cooperation with three other agencies ● Open 5 times a week for unemployed ● offering opportunities for different kind of training for job seeking.

3. PROGRAM IMPLEMENTATION PLAN

1 APRIL TO 31 JULY 1993

1. INTRODUCTION

This is the seventh PIP to be written for the SAPHIR Programme, and covers the period up to the 31/7/93.

2. MAIN AREAS OF CONCENTRATION FOR NEXT QUARTER

The Mid-Term Evaluation took place in early January 1993, and the succeeding months have included the following-up of the major areas identified within the evaluation as well as the "normal" field work (see points 1,2 and 5 below).

The Mid Term Evaluation makes 10 conclusions and recommendations as follows:

- 1 To develop a volunteer network
- 2 To move towards self sufficiency in finance
- 3 To develop a "trainers pool"
- 4 Furtherance of international contacts and training
- 5 Targeted accompaniment
- 6 Field staff meetings
- 7 Programme Institute
- 8 Contacts with local AID missions
- 9 Assistance towards reliance as we move closer to April 1994
- 10 A continuation of the programme post SAPHIR.

Accordingly, the direction which will be followed by the Field staff in partnership with the local and national YMCAs will closely follow these recommendations.

Both SAPHIR staff will again spend substantial periods in country during June and July to consolidate the partnership which SAPHIR has been able to develop (points 5 and 8/9 above) and have 2 staff meetings in country (point 6 above).

In addition the months preceding the summer period will allow for general in country opportunities to further develop the embryonic training the trainers and staff development projects with the assistance and cooperation of the national movements (points 3 and 4 above). Opportunities will be followed up with the AID and other possible funding agencies during this time (points 8/10 above).

Many international training opportunities will be taken up over the next 6 months (point 4 above).

During the next few months the opportunity will be taken to discuss the possibility of a "Tiszadob 2" or second programme Institute (point 7 above). In the case where these are not yet available, ongoing assistance in the drawing up of priorities for action in the next 1-3 years, with the aim of developing mission statements (point 9 above).

3. CONCRETE ACTION STEPS TO BE CONSIDERED

In many ways these will continue as previously stated.

1. Establishing local to local contacts between the YMCAs in SAPHIR programme and other YMCAs in the EAY. Attendance by local lay members at the assembly will be important.
2. Operating at Begleitung level with staff and volunteers, particularly in the development of the staff development concept and training trainers.
3. Assisting with the drawing up of mission statements and long term plans for the SAPHIR programme and associated programme development.
4. Assisting with the smooth development of both existing and new programmes under SAPHIR, particularly the summer initiatives for 1993.
5. Ongoing evaluation of possibility of a second Programme Institute.
6. Developing a number of "mutual" programmes between the 5 SAPHIR countries, using European funding.
7. Continuing to develop strategies to assist self-support for the programme initiatives in the follow on from 1994 and SAPHIR.
8. Being a catalyst to develop a broad spectrum of support and interest in the wider EAY community.
9. Identifying new and continued sources for funding the post SAPHIR period.

COUNTRY ACTIVITY DETAILS

4.1 Bulgaria

The main areas of concentration in this visit, will be:

- 1 Follow up on existing programme developments and the assistance in the development of future programme initiatives.
- 2 Evaluation of the future training needs of the volunteers and staff following the various training opportunities.
- 3 To assist in the development of a mission statement for the Bulgarian YMCA, with all the attendant problems and difficulties that may involve.
- 4 To carry out discussions which will assist in the development of a staff development and In Service Training Programme which will meet real needs in a realistic way.
- 5 To assist in the planning of the national camp.

4.2 Czech and Slovak Republics

At the moment the proposal is to scale down the time in the Czech republic and instead concentrate in the Slovak republic with the aim to develop the local programmes and staff training as well as consolidate the national structures.

The main areas of concentration will be

- 1 To follow up the tour of April with further visits to local YMCAs.
- 2 To monitor the development in Slovakia as the smaller YMCA there continues to attempt to develop an identity of its own in the first few months in the changed circumstances. A particular emphasis will need to be given to the institutional development in general.
- 3 To assist in the development of a mission statement for the Slovak YMCA.
- 4 To continue with the discussions which will assist in the development of a staff development and In Service Training Programme which will meet real needs in a realistic way.

- 5 To meet the AID and Open Society representatives.

4.3 Hungary

The main areas of concentration will be:

- 1 Further develop and evaluate local programmes and visit local associations to assist in their programme work
- 2 Increase the efforts being made to implement an In-Service Training event in summer
- 3 Monitor the volunteer training scheme and participate in one training event in the summer.
- 4 Participate at the national Programme Institute
- 5 Assist in the structural development both on local and national level
- 6 Help develop the relation between Hungarian YMCAs and foreign YMCAs on bilateral basis
- 7 Make detailed plans for the final part of the Saphir project in Hungary

4.4 Poland

The main areas of concentration will be:

- 1 Monitoring local programmes and further strengthening the local developments
- 2 Assist in the process of twinning Gdynia YMCA and Plymouth YMCA England
- 3 Preparing for and participating in training events and summer camps
- 4 Further develop an In-Service Training scheme for the Polish YMCA
- 5 Together with the national staff develop detailed plans for the conclusion of the Saphir project.

5. OTHER AREAS OF CONCENTRATION

In this period it will be very important to monitor the future possibilities of funding for Bulgaria as well as the Czech and Slovak Republics in the wake of SAPHIR finishing.

To this end meetings will be held with possible funders.

Staff meetings have also been planned for May after the assembly in Greece and July in Hungary.

6 CONCLUDING REMARKS

The findings of the Mid-Term Evaluation in the SAPHIR countries seems to be that the participatory, process oriented approach is proving to be working well.

The 4 countries are developing in different ways as the various programme reports show. This confirms the necessity to allow the culture, history and uniqueness of each country to be integrated into SAPHIR projects.

At this stage following this professional external mid term evaluation, we feel that it is of vital importance for the continued development of the SAPHIR countries to attract the necessary funding for the present concept to continue post 1994.

It is widely believed that a SAPHIR 2 is needed, not "more of the same" but a well constructed, and well planned follow up initiative, drawn up in full consultation with the 5 SAPHIR countries and drawing on the strengths of SAPHIR for the benefit of a wider community, for example Romania, the Baltics and CIS.

This would need to for a period of two years at least to prove effective and separate papers have been written with recommendations as to how this could be carried out.