

DESCRIPTION OF GLOBAL VOLUNTEERS PARTNERSHIPS

At the request of local community leaders and/or host country partner organizations, Global Volunteers sends teams of eight to 20 volunteers for two to three weeks, four to 18 times each year to assist with local work projects. We work in primarily rural communities in Africa, Asia, Australia, Europe, Latin America, North America and the Pacific. The volunteers put their labor, energy, skills and education at the service of local people. The volunteers do whatever work the community asks of them, within their limitations. Each team is led by a Global Volunteers team leader and the groups live and work in the community, learning first-hand about the culture, lifestyle, economy, and structure of the community. Our main criteria for working with a local community leaders and/or host country partner organization are:

- we only work at the invitation and under the direction of local people;
- we cooperate with indigenous host organizations who help facilitate the work;
- we focus on development projects to assist at-risk and vulnerable children;
- we work hand-in-hand with people from the community and/or partnering organization on community projects;
- we attempt to perform whatever service we are asked to do;
- we provide modest financial support for the community projects;
- we compensate our hosts and the communities for such items as food, water, local transportation, etc.;

The end result is that local people engage the energy, creativity and labor of the volunteers, while the North American volunteers learn from the local people, thus gaining a genuine, first-hand understanding of how the vast majority of people live day-to-day. This is the essence of a true development partnership.

THE COMMUNITY DEVELOPMENT MODEL: A PHILOSOPHY OF SERVICE

Global Volunteers was founded upon the belief that only local people can ensure their own development. Our mission is to work in true partnership with each of our host organizations in a way that benefits the host community in the broadest way possible. Local people everywhere are responsible for the care of their families and communities, for the ethical development of their resources and for realizing their full human potential. It is understood that local people are able to do whatever they must do. The role of the volunteer is to merely assist them in that process. We work as a catalyst for that process.

The volunteer is able to facilitate, catalyze, advise, encourage, and work shoulder-to-shoulder with local people in their efforts to build their future. Consequently, we rest in the understanding that the job of Global Volunteers is not to "do projects". That is the job of local people.

ORGANIZATIONAL PURPOSE AND OBJECTIVES

Global Volunteers has two principal objectives:

First, we offer developing communities an opportunity to draw upon the resources of volunteers. The goal is to join with community people in their efforts toward self-sufficiency and self-reliance. While we are willing to assist in any way that we can, most communities ask us to help with projects in four areas:

- Teaching children and adults conversational English and other subjects such as the sciences, computer literacy and mathematics.
- Caring for disabled and abandoned children at orphanages and other facilities.
- Providing health care services and education.
- Assisting with community infrastructure and construction such as building tables, chairs, desks, etc. for schools, erecting community centers and health clinics, constructing latrines, drilling wells, tunneling and laying pipe for potable water systems, etc.

In all cases our volunteers work hand-in-hand with local people on community-directed projects.

Second, we provide volunteers an opportunity to gain a genuine, first-hand understanding of how local people in other cultures and countries live out their day-to-day lives and, in the process, to present local people with a more authentic impression of who North Americans and other volunteers really are. Our aim is to enable volunteers to experience life in a rural community. They learn from the local people with whom they work and they become familiar with the human and economic conditions of developing communities. As a result, each volunteer has an opportunity to dramatically alter his or her perspective of the world and how he or she relates to it. By working with and learning from each other, both local people and volunteers can initiate inter-cultural friendships and understandings.

THE WORK PROJECTS COMPONENT

Global Volunteers does not have any specific proposals as to what we might do, other than what we are asked to do. We do know from locations where we currently work that it may take several trips before the host organization, the community leaders and Global Volunteers are able to create a working relationship that is mutually beneficial. However, once local people have learned how to utilize our volunteers and after we have learned more about the culture, customs and needs of the community and how to be of genuine service, then the relationship tends to flourish. On all projects our volunteers work hand-in-hand, side-by-side local people. Our expectation is that if there are ten U.S. volunteers, there will also be at least ten people from the community working on the projects as well. This not only insures that we are working on community priorities, but also provides the volunteers and the local people the opportunity to learn from each other and to establish meaningful friendships.

In order to be of genuine service to each other, two things must occur.

1. Global Volunteers needs to know how we can help. The basis of this is the partnership relationship, which requires annual planning and evaluation of work projects. To a large extent this is left up to the host and local people to communicate this to us, and most communities plan a major project planned for each team. Often times, a major project will carry on while several Global Volunteers' teams visit the community.

2. The host and local people must know the capabilities of the volunteers. The Country Manager works with the host contact to plan the team's resources shortly after the volunteers arrives. We realize that those resources may not always be used fully; but that is the decision of the local people.

Our proprietary methods enable hosts and Global Volunteers local staff to effectively plan the most efficient use of volunteer resources. It is very important that the volunteers be fully engaged for eight hours each day.

Global Volunteers is not a funding organization. However, we provide some capital in the form of materials, tools, labor, training, etc. Where the project is on-going and there is a need for funding in order to complete the project, Global Volunteers may provide financial assistance on a

matching basis. Further, we raise funds for specific large or on-going development needs. Further, we solicit child and classroom sponsorships for most of our host communities to provide for the on-going supply of school materials, uniforms, and scholarships in accordance with our stated sponsorship criteria.

GLOBAL VOLUNTEERS TEAM LEADERS AND TEAM MEMBERS

Most of Global Volunteers' team leaders are paid local staff "Country Managers." All team leaders have participated in extensive training and are experienced in volunteer management. Their principal responsibility is to ensure the volunteers' service is optimized in the host, and that they have genuine opportunities to learn from and about local people.

Ninety percent of our volunteers have college degrees and many have advanced degrees. To date our youngest volunteer has been 8 years old and the oldest 92 years old, but most are between 30 and 60 years of age. On occasion we recruit people with specific skills, but most often our teams are comprised of people with various backgrounds, although a large percentage of our volunteers are teachers or retired teachers. Our teams of volunteers have included accountants, actors, agriculturalists, artists, auto mechanics, bankers, business managers, carpenters, computer scientists, construction workers, consultants, corporate executives, dentists, electricians, engineers, farmers, foresters, homemakers, hydrologists, lawyers, nurses, nutritionists, painters, pharmacists, physicians, pilots, plumbers, professors, retirees, sales personnel, secretaries, students, and teachers.

SERVICE PROGRAM ORIENTATION AND SCHEDULE

In preparation for the service program, volunteers read a volunteer manual and review such topics as Global Volunteers' philosophy of service, the culture of the country/region to be visited, health issues, and practical issues such as what and what not to pack. Upon arrival in the host country, the entire team participates in an orientation session focusing on the history, economics, politics, climate and geography of the area to be visited, development issues, cultural sensitivity, the role of the volunteer, practical do's and don'ts, team-building and health concerns. Some language training is also provided in countries where English is not widely spoken and we generally ask our host organizations to assist in this effort as well as other aspects of the orientation.

The schedule for a three-week service program generally is as follows:

Day 1 to 2 - Travel to country.

Day 3 - In-country briefing and team orientation.

Days 4 to 19 - Community project work assignment with free time off on weekends.

Days 20 to 21 - Return to the United States.

After the volunteers return home they are offered an opportunity to join with other former volunteers who may provide on-going support to the human and economic development of the communities where we work.

Each volunteer is responsible for financing his/her own participation. A fee is charged each volunteer to cover ground transportation, food, lodging, and a prorated share of the program and recruiting cost. We receive no government money and 95 percent of our funding is from individuals.

VOLUNTEER MEALS AND LODGING

The volunteers most often stay at hotels or community centers preferably in the community where they work. All the volunteers should stay in the same or nearby facilities.

Depending on the location, we either eat at local restaurants or a local person prepares the meals each day for the volunteers. Water is either boiled or purchased bottled. In all cases, we pay for the cost of our food, including a payment for the cook.

In most communities where we work, we have found it very rewarding to have some community members eat the afternoon meal with the volunteers to provide an opportunity for conversation. This seems to work best when two or three individuals, or a family, are invited each day. Over the course of several years nearly everyone in the community who might be interested is able to participate. Someone needs to coordinate the invitations and we have found that it works best if the host organization does this.

HOST COUNTRY AND LOCAL COMMUNITY GROUND TRANSPORTATION

The host is asked to help transport volunteers from the nearest airport. Most often, vehicles are provided by the host organization and are driven by either their staff or Global Volunteers' team leader. In some countries, public transportation or rental vehicles are used. It is important that a vehicle be available to the team while they are in the community in the event of an emergency.

PRIMARY LOCAL AND MINNESOTA CONTACTS

Our staff manages the programs in each region of the world both from the Minnesota office and in the host community. The service program director in the Minnesota office and the Country Managers in the host communities are responsible for maintaining communications with the host organization staff, coordinating projects from our side, recruiting volunteers to work with the local people on identified projects, coordinating future teams, etc. While the service program director communicates with the host staff, Global Volunteers' Vice President maintains direct communications with the principal host leadership.

PROSPECTIVE HOST APPLICATION PROCESS

A host organization or a community may invite Global Volunteers to establish a partnership for the purpose discussed in this document. While Global Volunteers cannot accept all invitations we receive, we will respond to all inquiries and/or invitations. If we decide that a particular situation holds promise, we will send one or more people on an exploratory visit to the community and to meet with the host personnel. This trip generally consists of two to three days in the area and perhaps several more in the country. If an agreement is made between Global Volunteers, the community and/or a partner organization, then Global Volunteers will start sending teams within three to nine months. Generally, two to four teams are sent the first year. After several teams have been sent, the host, community and Global Volunteers evaluate the success of the partnership. Any party can terminate the relationship at any time, although we request that at least six months notice of termination be given.