

CONTACT MAKING EVENT

EUROPEAN CONTACT MAKING SEMINAR

Funded by the “Erasmus+ Youth” Programme of the European Union
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FINAL EVALUATION

NARRATIVE REPORT

10 – 16 SEPTEMBER 2017

CRACOW, POLAND

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PROJECT BACKGROUND

The project “European Contact Making Seminar” [ECMS] was prepared by the European Center for Youth Initiatives, in collaboration with 13 partner organizations, whose very detailed selection as one of the basic principles, was the existence of common needs, among which mainly are:

- 1) Development of the youth sector and the quality of work with young people – both in selected countries and in the European Union.
- 2) Establishing contacts with non-governmental sector organizations from other EU countries to increase existing opportunities for action and the exchange of good practices and wide range of their experience.
- 3) Creation of partnerships, basis on which the members of the project will stay in touch and would work together to create new initiatives, sharing knowledge and ideas, using different technologies, such as planned virtual common working space in the form of platform.
- 4) Personal development of youth workers from the scope of its existing knowledge of the Erasmus+ and the opportunities it provides, as well as creation of the possibilities to gain knowledge and experience for youth workers who are relatively at the beginning of their youth work.

In frames of the project 29 young leaders (including 1 trainer), represented 14 different non-governmental organizations, from 14 different countries of the European Union, aged 18-35, being active members of their organizations, working with young people, interested in youth sector, as well as in broadening horizons, finding out new attitudes and looking for personal development, participated all together in international Contact Making Event under Erasmus+ Youth Programme that took place in Cracow, Poland. Each of them with different background, experience and values to share with others, fully ready to participate, to get to know existing possibilities, to build new partnerships, as well as to improve the personal and professional aspects of their working ideas.

The main activity took place in Cracow in dates 10–16.09.2017 (+ travel days), during which participants had the opportunity to take part in a program which main goal was to establish new contacts, exchange good practices, developing common results, increasing opportunities for international cooperation in the youth work among many different NGOs from all over the Europe. 7-day project allowed participants for acquisition of new knowledge, skills and attitudes. It helped them in better understanding of individual and group development process, as well as in increasing their contribution to the activities of their organizations.

Objectives of the project:

1. Development of international cooperation in the NGO sector and establishing effective international partnerships;
2. The exchange of good practices connected with work in the youth sector, as well as establishment of international partnerships, development of project management skills, use of instruments of non-formal education and ways of improving the quality of youth work;
3. Promoting non-formal learning, Erasmus+ and its initiatives for the development of knowledge, experience and competences in order to broaden youth opportunities for personal growth, learning best practices regarding their use;
4. Creation of space for the development of the youth sector initiatives, including future local initiatives, programs, trainings and education of young people in particular cities and countries;
5. Raising the competence of youth workers in complex project management and working with youth, its inspiring, mobilizing, motivating and activating youth while taking into account the multicultural environment and rapidly changing needs of EU societies;
6. Activating and stimulating young people's creativity;
7. Promoting European integration by promoting existing opportunities and possibilities offered by the EU among participants, their peers and communities.

Results:

1. The creation of a permanent partner group and establishment of personal relationships, overcoming existing barriers;
2. The acquisition of knowledge and experience, as well as new competences in order to lead an active civic life by participants;
3. Construction of an open, active and creative group of young people;
4. The development and stimulation of international cooperation, as well as joint projects that the partner-organizations will be able to use in further work;
5. The development of interpersonal and social competences – development of key competences included in the soft skills associated with moving within groups and communities;
6. The creation of catalogue of good practices and a framework for the creation of virtual platform for creating and managing joint projects in future, which the leaders will be able to use;
7. Promotion of non-formal education and Erasmus+;
8. Raising the level of competences of the persons directly involved in the creation of further initiatives of the participating organizations.

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PROGRAMME' ELEMENTS DAY BY DAY

DAY 1, SEPTEMBER 10TH, 2017

SESSIONS 1 & 2: PRACTICAL INFO ABOUT PROJECT, PROGRAMME, VENUE, METHODOLOGY AND FIRST PART OF ICE- BREAKING GAMES

Objectives:

- To introduce the project, methodology, useful tools (as Youthpass) and agenda in details;
- To get familiar with each other and to create a working atmosphere through name games and ice-breaking activities;
- To deal in a group with fears and expectations about the project.

Activities:

1. Official introduction to project – programme' details and methodology

Time to welcome participants and to introduce, explain and describe all the details of the project and its main objectives. All of those had a purpose to let participants know what are the links between activities and to build in their minds the idea how to create safe environment to work together and share experiences during next 7 days of Training Course. Introduction contained also part dedicated to methodology and explanation of all the approaches used during activities, so holistic approach (Knowledge-Experience-Competence), experiential learning (Action-Experience-Reflection-Conclusion-Action), learning through challenges, diversified education and personal contribution, as well as responsibility for education. Another part was focused on Cracow and Poland in general, in order to present its characteristic points and to show young leaders the diversity of Polish culture.



2. The idea of Youthpass



During this activity, trainer introduced the idea of the useful tool in the field of European projects, which is Youthpass. As it was shown on the very beginning of the seminar, it allowed participants to follow the whole learning process from the beginning up to the end of the project. Showing its importance in the personal development, participants could notice how much depends on them, what helped

them to take responsibility for themselves and for the future progress.

Task: to exchange experiences about Youthpass, getting to know more about it.

Aim: to get familiar with this instrument in order to use it for self-evaluation process for the whole duration of the Contact Making Event.

3. Ice-breaking name game



Participants had a possibility to take part in first game in the group which main aim was to get to know each other a little bit better. Each person was saying his/her name, adding also the word (in whatever form) which describes him/her the most. The next person's task was to repeat the name of all the people who was before him/her and at the very end add his/her own – together with the appropriate word about him/herself. This way we started to create a real team because everybody already knew at least one thing about the others.



Task: to open for others, to say the name and describing word loudly.

Aim: to build first relations, to create friendly atmosphere, to get to know the names of the rest of people.

4. Fears & Expectations

Time dedicated for participants to think about fears and expectations that they had on the beginning of the project – connected directly with the stay in Poland and project as itself, as well as their personal barriers and prejudices that existed in their minds. Below, we can see them and already after the main activity implementation we can say that we fulfilled most of expectations and fortunately avoided most of the fears.



Fears:

- Not enough time;
- Not end up with my expectations fulfilled;
- Bad weather;
- No fears;
- Don't be able to talk in English;
- Not enough output;
- Exit from my comfort zone;
- Pancakes with meat;
- Not making any partners;
- Not to try the Polish donuts;
- I will not have enough time to do some shopping in the city;
- Unhealthy food;
- Not get laid;
- Fear to feeling like I have no idea what I'm doing;
- Feeling disconnected;
- I won't be able to contribute to other's work;
- Not being understood & not understand others;
- Not being able to express;
- Procrastination & laziness;
- Overeating;
- Failure;
- Not enough time to visit all museums;
- Lack of time;
- Not to enjoy the city, not to learn something new;
- Not enough time for knowing each other better.

Expectations:

- To fulfill expectations and make time in Poland productive and unforgettable;
- To discover the most representative "things" about Poland and the other countries from the project;
- Good partners for good future projects;

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- Future partnerships;
- Finding out more about youth sector from other countries;
- Working in a multicultural environment;
- Share diversity;
- Give some happiness;
- Learn more;
- Make new connections;
- Make new friendships;
- Many new Erasmus children;
- Share Portuguese culture;
- I will learn new ways to approach and solving problems;
- To have fun;
- Experiencing cool things from other cultures. That's already started so it is going to be good;
- Discover other cultures/languages;
- To spend great time with the new friends;
- New words from different languages;
- Becoming more relaxed and less shy;
- Learn more about other people's cultures;
- Have a good partnership with others;
- Learn how to make partnerships;
- Learn how to cooperate;
- Meet with people in understanding & empathy;
- Share my skills & knowledge & attitudes and learn from others;
- Create future cooperation – build the foundations for it;
- Find partners for future projects;
- Make friends;
- Discover Cracow;
- Being in touch with people from different countries;
- Meaningful connections;
- To learn, to know better other countries and enjoy;
- To have great time together;
- To know new great people;
- New experience;
- To improve my English;
- Spending nice time with nice people;
- To get new knowledge.

Outcomes:

Participants met people from the partner's organizations in real and had a chance to make first personal impressions thanks to participation in few ice-breaking activities. Additionally, they had a possibility to take part into small-talks in meantime. Young people also got to know in details what is the plan for each day of the activity and fully understood the logic sense of the taken order of planned activities. They got familiar with the methodology of non-formal education and its instruments, such as Youthpass, as well as all the specific methods, so: holistic approach, learning through challenges, learning by doing, diversified education, etc. It allowed them to understand the idea of their responsibility for the education and learning process which always should be finalized with the self-evaluation to make it really effective.

Participants had also a chance to find out more about the others, to define their fears and expectations, to break existing barriers, making good first impression and presenting themselves in the best possible way. All of those elements helped young leaders to work together in the next days in order to reach the common goal and build strong partnerships for the future.

SESSIONS 3 & 4: SECOND PART OF ICE-BREAKING GAMES AND FIRST OF MUTUAL UNDERSTANDING THROUGH JOINT ACTION

Objectives:

- To get more familiar with each other and to continue to create a safe environment for future cooperation;
- To establish in common rules;
- To face first tasks as a real team;
- To deal with the time and given conditions, working in multicultural group;
- To get to know new methods of making activities.

Activities:

1. Common Rules



Thinking individually, participants had to find out rules, that in their opinion would be needed and useful during the time spent together. Establishment of those rules all together – one by one – helped in creating friendly atmosphere, mutual understanding and in feeling group responsibility for learning process, as well as in living all together next days.

Task: to work together on creation of the list of common rules.

Aim: to get the feeling of sharing the responsibility for the education and development process.



2. Onion of diversity



Participants, creating two circles – one inside and one outside, took part in the activity called “Onion of Diversity”. Its aim was to strengthen the feeling of closeness of all participants, starting to get to know each other, to find similarities among countries and cultures and individuals as well, to communicate effectively. This way, participants overcame their barriers and pointed out basements that were useful for the rest of the project and also for the talks between them later on.

Task: to talk more about common interests, to find similarities among participants.

Aim: to let young leaders realize how much in common elements they can find, even though they come from different countries and cultures, to strengthen the process of getting to know each other.



3. Touch the ball



Young leaders, working as two teams, faced first real task, trying to make a small competition between two groups. Each team had an easy challenge – to touch the ball, but it was not that easy as it looked like on the very beginning. That had to happen according to some rules, so: every person from the team had to touch it, two or more people could not touch it at the same time and the whole group had to think how to do in the fastest possible way in order to win. The process of finding the best solution for each team was unlimited, so participants had a field to show their creativity and teamwork abilities, trying to reach the point acceptable for everybody.



Task: to let everybody touch the ball according to specific rules and in the fastest possible way.

Aim: to work as a team, to prompt the creativity among participants, to let young leaders deal with the task and make the consensus, using the human resources in the best possible way, to work under time pressure, to put many ideas in one and make effective decisions.

4. Fruit game



Participants were divided into two teams and each of them received the instruction explaining how to play the fruit game. Each fruit gave the group different amount of points and cannot be used one after another. Additionally, participants had to think about time management, which was the second most important thing in the whole process. The winning team was this one which scored the biggest amount of points in certain (the shortest) time. The point was to make common strategy and use the creative and logic thinking of team members.

Task: to score the biggest amount of points as a team.

Aim: to find the best idea for the whole group, to use the potential of each of its member.



Outcomes:

During ice-breaking games, working as a team, young leaders, besides of getting to know some new methods, had to face real tasks, taking part in the small competition, what gave them additional motivation to try to be the best. Activities needed from them teamwork and dealing with time, making many different things at once. They had a possibility to utilize all human resources that they had in the most effective way and integrate between each other. This way they found out that even though they did not know each other really well, they were able to cooperate and reach common goals. They discovered hidden parts of their personalities, making the future learning process easier, while opening for new possibilities, breaking barriers and going out from their comfort zones.

All of those activities showed them also important elements of the project according to its topic, respecting each other's point of view. They also had a chance to see how it is to work in quite big, multinational and diversified team, when the time is limited, there are a lot of ideas, opinions and other elements to deal with. In meantime, they started to follow the rules established all together.

DAY 2, SEPTEMBER 11TH, 2017

Energizer – ‘Picasso portrait’



As the small energizer on the beginning of the day, we drew the portraits of our mates. Everyone had an envelope and started only with the shape of his/her own head. Then everybody put the envelopes to the middle and chose another one – not his own one. During few rounds, we did the whole drawing of each person, adding one by one: eyes, nose, ears, eyebrows and additional things which were missed. At the end, everyone had his own portrait drawn by the teammates. At the end of this exercise, we put the envelopes on the wall and chose our Secret Friends, who could give us the presents by putting them to the envelope, making people happy and taking care about them during the whole stay in Poland.



Task: to draw the portrait of everyone.

Aim: to energize group, to prompt the cooperation process in the team, to think in the creative way, to remember better the names and appearance of the team members.

SESSIONS 1 & 2: INTERCULTURAL LEARNING

Objectives:

- To continue getting to know each other on individual and group level;
- To make everybody more sensitive on intercultural aspects;
- To understand different cultural environments in practice;
- To see the importance of effective communication, not only verbal one;
- To continue getting to know each other on individual and group level;
- To break last barriers;
- To create friendly environment of mutual understanding;
- To go out of the comfort zone and broaden everyone's limits;
- To strengthen team-building process.

Activities:

1. The Derdians – simulation game



Participants divided into 3 groups took part in simulation game about meeting between 2 cultures during which they had to find the key to understand foreign cultural behavior, while analyzing causes and consequences of different gestures, words, situations. There was a group of people called Derdians who lived in the small village and they needed help in building the bridge through the valley.

Engineers thinking in their way, knowing some aspects, had to teach them how to deal with this task, having limited time and resources as well as completely different cultural backgrounds. Last group – the group of “experts” was responsible for observing and thinking about conclusion, which they gave to the rest at the end of the session.

Task: to create environment of different cultures, to behave according to some rules and to find the way to communicate effectively and deal with the final task together.

Aim: to sensitize participants on the issue of cultural barriers and differences and the importance of effective communication.

2. ‘Who are I?’

Open time space dedicated for each participant to reflect on herself/himself, her/his strong sides, events and moments in life that determined him/her the most, which influenced in the real way on character creation, having in minds also the cultural background of each person, family relations and others. At the end of this activity, young leaders had a time to exchange ideas in pairs, showing to the person in front of them the results of the analysis and explaining its most important elements.



Task: to reflect on oneself, to identify strong and weak sides, as well as their roots.

Aim: to understand oneself better, to build good background for opening oneself to others and for connecting among each other, getting to know people better and better.

Outcomes:

Participants could realize in practice what does intercultural environment mean, what was possible by giving them abstractive roles and marking importance of effective communication, as well as language learning. Finding out something more about themselves, they could also become more open for getting to know new people and feeling the connection among teammates. This way they strengthen their self-confidence, thanks to developing different competences connected to creative thinking, analysing, foreign languages, cultural awareness and attitudes such as openness, assertiveness, consequence, tolerance and much more.

Young leaders also had some time to concentrate more on themselves as people whose character is determined by many different factors, events and surrounding, what helped them to understand themselves more, finding their predispositions, basing on strengths and weaknesses, being ready to motivate each other and other young people while working as youth workers in the future.

Energizer – Instinct in the cage



Activity which had a purpose to show young people how much depends on them. They received only balloons, pens and their task was to take care about their staff. The winner was a person who stayed with her/his balloon as long as possible. Starting to attack each other, participants finished the task in less than 2 minutes – at the end nobody stayed with the balloon. This



way we could discuss about possible solution and see that we always have another option to choose.

Task: to take care about balloon.

Aim: to try to convince group to follow better idea and on this basis to learn that not always going with the main tide is the best idea.

SESSIONS 3 & 4: EFFECTIVE TEAMWORK AND NON-FORMAL EDUCATION

Objectives:

- To identify, reflect on and share common ideas;
- To think in creative way;
- To find key points of effective teamwork;
- To define non-formal education and Erasmus+, finding their most important elements;
- To discuss about sense of non-formal education, its advantages and disadvantages.

Activities:

1. Searching for 'the recipe' of effective teamwork



First of all, participants divided in smaller teams had some time to discuss about their opinion in the field of key points of effective teamwork, trying to name the roles which teammates should play, as well as their most important characteristics. After that, they presented everything to everybody and on the basis on the graph, we started to exchange ideas and create a kind of ideal blueprint of the elements of effective teamwork. At the end, we agreed on many different elements which create the good team, able to work together, making this way also the good basis for future cooperation among countries and partners participating in the ECMS project.



Task: to think about the most important elements of effective teamwork, to discuss openly.

Aim: to show young people different points of view, to try to find consensus, to show young leaders what to follow in order to create the team and this way work easily as the youth workers.

2. Non-formal education? Erasmus+? Let's define! – creative brainstorming



During this activity, half of the teams had to build definitions of non-formal education and the second half – of Erasmus+. Everything happened with the use of creative brainstorming method, in 3-steps process. In first moment, groups using any language they know, put to each letter all associations they had to phrase “NON-FORMAL EDUCATION” or “ERASMUS PLUS”. Next step was to choose for each letter, one – the most accurate association, according to the group agreement made during the compromise, voting or anything else. Last step was to build definitions of non-formal education and Erasmus+, using chosen key words.

Task: to find as many associations to non-formal education and Erasmus+ as it is possible, to build

definitions of those words.

Aim: to stimulate creative thinking, to combine ideas of everyone, to show diversity of non-formal education methods, to make good base for future activities.

3. Presentation of team-work results

Each group presented definition of non-formal education and Erasmus+ built on their own. After all, participants had time for questions and discussion about different ideas and about their common work results.

Task: to present team-work results.

Aim: to share different points of view, to see that non-formal education has many dimensions and together with Erasmus+ can be defined in plenty of ways.



Outcomes:

Participants prompted their creative thinking, developing ideas about the elements of the effective teamwork and building the definitions of non-formal education and Erasmus+. This way they broke their own barriers, broadened horizons and realized that their personal development process is just happening, even though for some of them the activities were not so challenging like for the others. They were working all at once, helping each other and all the time strengthening the process of the real team-building. Young leaders found out also many important elements for their future work as the youth workers and because of them, they will be able to motivate their participants and stimulate them to work as one big team, while implementing future initiatives.

Summary of Daily Evaluation



What did we like?

- Only teamwork can overcome cultural barriers;
- Improve my English;
- We learnt what is team work;
- Food;
- Outside activities;
- Energy of the group and the team spirit;
- The atmosphere and group dynamics;
- Teamwork;
- Coffee breaks;
- Beer is cheap;
- $\frac{3}{4}$ liked the weather;
- Most of activities was on time;
- Very good food <3;
- The Secret Friend game;
- How well-organized is everything;
- The structure of the programme;
- Outdoor activities;
- Activities to share and discover other people;
- The energy of the group;
- Mixing people from different nationalities in the activities;
- Team building activities;
- Balloon game;
- Whole day – it was a nice and productive day ☺;
- Cozy rooms;

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- Energizer;
- To go outside.

What did we learn?

- Work with different teams;
- Different games;
- The importance of the team work in a multicultural frame;
- Valuable conclusions from the activities/non-formal methods;
- You can play with the ball with an additional way;
- Effective teamwork;
- Communication is the key;
- Process is as important as the result;
- Knowing ourselves and others;
- Trusting people;
- How to talk in a team;
- New names of participants;
- The cooperation is everything, we need communication, observing is also important and sharing ideas;
- Needed characteristics and rules of a team work;
- Valuable advices for the future;
- Learning about other languages;
- Ice-breakings and energizers;
- Info about different countries (tonight);
- To communicate;
- About teamwork;
- More about each other;
- A lot about ourselves;
- Something new about Erasmus+.

What would we like to improve?

- It's okay;
- To discover more non-formal methods;
- Temperature in the conference room (fresh air) ☺;
- More energizers ☺;
- Nothing. All is good;
- Encourage some people to talk;
- Engaging into activities;
- There are some people who could be more involved;
- I am not going to oversleep again!!!;
- The weather;
- We need sport activities (energizers);
- More outside activities and teambuilding games;
- Organization (each person should take care of what they use);
- Activities to keep on connecting with people and socialize;

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- Punctuality (people need to be ON TIME);
- Team-spirit.

1ST INTERCULTURAL EVENING: BULGARIA, SPAIN, CYPRUS, FRANCE, DENMARK, GERMANY & CROATIA



possibility to involve other participants and this way everyone extended their comfort zone.

Evening prepared by young participants from first 7 countries during which the rest had an opportunity to see performances, presentations, movies, traditional dances, try local and national cuisine (brought but also made just before the evening!), as well as play prepared games with prizes. Everyone put a lot of effort to prepare something interesting and show the best of their country in quite short time. Additionally, all elements were made taking into account



DAY 3, SEPTEMBER 12TH, 2017

Energizer – ‘Dancing banana’



Standing in the circle, participants had to follow the moves and words of one person, who was guiding the activity. The aim was to do the things with banana, starting with taking it from the tree, then peeling, cutting and making cocktail. Everything had a purpose to energize everyone in the morning, practicing in meantime the elements of teamwork.

Task: to dance and sing, while making the imaginary banana cocktail.

Aim: to energize group, to open for different kinds of activities, to prompt the cooperation process in the team.

SESSIONS 1 & 2 & 3 & 4: MULTIDIMENSIONAL ORGANIZATION PASSAGE

Objectives:

- To stimulate creativity;
- To let participants challenge themselves;
- To exchange good practices between organizations;
- To learn different forms of activities making;
- To let participants strengthen interaction within the group by themselves;
- To give a chance to turn ideas into action;
- To empower young people for future initiatives.

Activity:

1. Series of workshops provided by members of each participating organization



Working in pairs, so in national teams, all of the representatives of each participating organization implemented earlier prepared workshops, showing their best practices, activities that they are doing while leading the Youth Exchange or Training Course or in general – while working with youth. Providing those short sessions in the freely chosen form, let the



other young leaders to participate in diversified activities based on fulfilling different tasks related to reading, speaking, repeating, writing, searching for similarities and language learning, as well as on drama performances. This way, besides of taking the real responsibility how this Contact Making Event looks like, so being the real part of it, everyone could take something for him/herself, developing the range of proposed activities in the future, while practicing different tasks and observing how the others react on it.

Task: to implement own workshops and to show the others the best practices of each organization.

Aim: to stimulate creativity, to empower self-confidence and entrepreneurial spirit among participants, turning ideas into action, to gain some new inspirations for other youth workers, to strengthen feeling of shared responsibility for passing development process.


Outcomes:

Sessions dedicated to implementation of workshops prepared by each and every one, built in young leaders the feeling of self-confidence and let them be in the role of facilitators, trainers, giving few of them first and unique experience for future initiatives, as well as activities related to project results dissemination. Groups involved in particular actions in different forms, could practice their manual, linguistic and other

skills and in meantime to learn some new methods, notifying different points of view and trying to implement them in the future actions. Sessions let participants see how much depend on them, how important is the involvement of the people who are taking part in each activity to let it succeed at the end. Playing different roles, acting like facilitators and members of the teams just after few moments, built the atmosphere of cooperation, strengthen relations among each other and let everybody take the responsibility for each provided activity.

Summary of Daily Evaluation

What did we like?

- 
- Possibility to create our own activities;
 - Diversity of the exercises;
 - We enjoyed the atmosphere;
 - Danish workshop;
 - All the workshops because everyone highlighted other aspects of the organizations' work;
 - The workshop implementation enlightens the characteristics of the persons in the group, what they like to do, in what are they professionals;
 - The games;
 - Hugs;
 - Afternoon activities;
 - Teambuilding games;
 - Food;
 - Energizers.

What did we learn?

- New energizers;
- Keep open-minded;
- Learning more about the team;
- New methods of working with young people;
- If we unite, even impossible tasks can be solved;
- New words in Portuguese;
- Count up to 5 in different languages;
- Learned how to connect;
- New useful information;
- Speaking calmly, slowly, understandable for everybody.

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What we would like to improve?

- Have some music at the beginning and the end of the sessions;
- We need to take care about things we use, leave it clean and in the place where others can find it;
- Use time of preparation to do energizers;
- I didn't like the persons that spoke a lot;
- Be more attentive one to each other;
- To use "Tornado" more often, in order to keep energy level high;
- Number of presentations: LESS;
- More free time;
- More workshops.

Feelings about today:

- I'm really happy that everybody shared their ideas and activities/workshops. Everybody took part in them. Hugging everybody made us feel closer, united and share energy;
- The activities were great;
- We feel more connected;
- Nice and emotive;
- Lunch and dinner were very good;
- New non-formal methods;
- Discover great organization.

DAY 4, SEPTEMBER 13TH, 2017

Energizer – ‘Train of the love’



Going in the circle, everyone followed the moves of one person who showed them at the very beginning, together with the words of some easy song. Young people then repeated it few times, going all together in “the train of the love”, with each round being closer to each other, what forced them also to think about the person in front and behind them, taking care about the teammates.



Task: to dance and sing, following given example.

Aim: to trust each other more, to open for each other, to break barriers, to energize the group.

SESSIONS 1 & 2: SHARING THE GOOD PRACTICES

Objectives:

- To think about the most valuable practices of each organization;
- To stimulate creativity;
- To exchange practices among the team members, as well as with the other interested people because of writing texts which are put in the final brochure of the project;
- To concentrate on effective teamwork in order to produce the final result.

Activity:

1. Let's share our practices with the rest of the world

Participants working again in national teams, had time space for developing the idea about how to put the feelings and the things they want to share in the field of good practices in their organizations, putting them together, mixing, separating – everything in order to find solution to write common text. Exercise focused not only on writing, but



also on making the compromise, while trying to search for the best possible expression to describe what they thought was the most worth to do it. Selecting proper words and putting feelings 'on paper' allowed everyone to try and develop also the writing skills.

Task: to write the text about the good practices in the country/organization, working in the national team.

Aim: to receive synergistic effect, to let participants combine ideas, to strengthen team work process, to find out different and diversified ways of writing and effectively present the idea.

Outcomes:

Participants had a chance to work on their own texts, being in small teams, having a lot of ideas, what was challenging, but at the end gave a lot of satisfaction and brilliant results. During the whole process of texts' preparation, participants developed skills such as team work, writing skills, but also abilities related to discussing, giving and defending their points of view, sharing experiences while taking into account different backgrounds of others. Moreover, the session stimulated creativity and critical thinking of participants, giving the unique opportunity to create together final brochure where everyone interested could see what kind of good practices has each of 14 participating countries.

Outcomes of sessions dedicated to good practices' sharing are available as integral part of ECMS Contact Making Event brochure on the website: <http://ecim.pl/our-projects/european-cms/results/>.

Energizer – 'Famous characters'

Activity based on acting like famous people. One person, who was pointed by someone standing in the middle, had to do some specific gesture. At the same time, two people next to him/her, also had to act, to make a "setting". Who was doing something wrong, had to stand in the middle and point on others and this way the game was on.

Task: to act like famous people, to repeat specific gestures.

Aim: to energize participants, to break personal barriers, to learn how to react quickly and properly.



SESSIONS 3 & 4: PROBLEM ANALYSIS, USING THE PROBLEM TREE METHOD

Objectives:

- To find the main problems of the youth sector and their roots;
- To try to resolve those problems by finding possible solutions;
- To exchange ideas and points of view;
- To think in creative way;
- To let young leaders realize their role in the problem solving;
- To give everyone the idea for the future activities and initiatives which they will undertake in the future.

Activity:

1. In common problems – the same solutions

After short introduction, participants working in smaller groups, had time space for using Problem Tree Model to analyze core problems connected with the youth sector and the situation of young people in each country, in general. Each team discussed about own experiences and situation on that field in their countries. Young leaders talked about the problems and then found out that it is in real the root of the bigger problem. They were trying to find also possible solutions of underlined situations. Everything was made on the basis of Problem Tree method what helped young people to go deeper and deeper in their thinking process. At the end of the session, all of the results of common work were presented in front of other groups.

Task: to find as many causes of the existing problems and possible solutions as it is possible.

Aim: to let participants exchange their experiences and points of view, to get familiarize with the Problem Tree model, to find and define biggest problems of youth and because of that – to concentrate more on it during next days of the project.



Outcomes:

Sessions dedicated to problems analysis, allowed participants to think more about youth situation in different countries and compare it with realities in the young leaders' closest environment. Thanks to that, young people have now wider view on the European market, as well as they could find out how much depends on them and that possible solutions they discovered can be implemented mainly by them. Workshops and then discussion in bigger group gave them also a chance to defend their own opinions, express themselves in public, using different techniques and practicing different skills, what made really big contribution to their personal development process, gaining useful experience for future initiatives.

Summary of Daily Evaluation – 2 sentences about today



- I think it was really challenging day and I learnt a lot. I really like to talk about the underlined topics.
- I appreciated the atmosphere about the group and also the topics that we spoke about during the afternoon activities.
- About Problem Tree: I see many different problems, but I think we can find the great solution for everyone.
- It was a great day, because we managed everything, we prepared the presentations, programs and it was really intense.
- I really like our teamwork and the discussion. Our opinions were totally opposite sometimes, but at the same time we could learn from each other.
- I think the best part of the day was this Problem Tree work because we talked about different topics. I think our group said really important thing: we should really talk about those problems. If we are motivated, we can really do what we think is the best to resolve those problems.
- I am satisfied with the group I was working in – it was very good job. And after that I really liked the presentations of others – it was challenging and I was really interested in it.
- I really liked the day as the previous days, but what I don't like was the fact that I need the longer break. I really appreciate the circle activities where I felt really nice and engaged.
- I really liked to get to know that not only my country has some problems, but in the others is basically the same.
- I also like the tree work – it had an impact on raising awareness and motivation.
- Today I really liked the tree project and to listen to another opinions for the problems.

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- Actually, I realized that not only French people have such problems, but also other countries.
- I really liked the tree exercise – it's always my favorite to think about problems and possible solutions. Sometimes there is a lack of enthusiasm to do some tasks, so this is the thing we could improve.
- I didn't contribute today as much as I could but I found the activity really interesting.
- I am just happy to be here and that I can know you closer day by day.
- I liked the day, because in the morning I woke up with the energizer and later on, even though the activity was a little exhausted, I would like to have more discussions.
- My day started really well – I came to the park and I took a walk, then I could know more about problems and freshly find the solutions for them.
- I really like the fact that everybody starts to get some knowledge from each other and I learnt a lot.
- I really liked the day, but about the last activity: I feel motivated and unmotivated at the same time.
- I really like the fact that we are really diversified team but also we can find a common solution for something. I also appreciate to get to know new method – Problem Tree.
- Informative, interesting, one love.
- General impression about the project: I really congratulate to the organizers, because in frames of the project everything is perfect (food, drinks, programme), so it's really easy to participate, to be active and find the new ideas. I also would like to go outside, so we should continue as we did today. We should be more active, to have maybe more live discussions to discover the future leaders.
- I really appreciate the possibility to work with the Problem Tree, because I found it really interesting and I think I should find the way to send my children to Danish group.
- We made some trust games, so I feel I can talk with everybody, because everybody is really participative, even though there are some obstacles like language barriers etc.
- To improve: we can also continue talking after the workshops finish.

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CRACOW BY NIGHT

Evening during which participants had an opportunity to know the city of Cracow better, while taking part in the guided tour. The guide showed to everyone the most important points of the city, taking into account the historical basis, as well as presenting the city from today's point of view. Everyone could see the main monuments, as well as visit different parts of the city – besides of the Old Town and city centre, also Jewish District, what made participants more interested in the Polish history and feel the connection with Cracow.



DAY 5, SEPTEMBER 14TH, 2017

Energizer – ‘Sculptures gallery’



Participants working in 2 teams – 2 circles – had roles of artists and monuments, where those first ones were creating their masterpieces by giving to colleagues positions, moves and voices. This way, in each of 2 rounds, participants got the real gallery of moving and yelling sculptures. After building process, artists had a chance to watch all of the masterpieces and have a lot of fun.



Task: to build sculptures using bodies of other participants.

Aim: to trust to each other more, to open for each other, to break barriers, to energize group.

SESSIONS 1 & 2: COMMON IDEAS FOR THE DEVELOPMENT OF YOUTH SECTOR

Objectives:

- To think about action young leaders can undertake to improve the situation of youth in their countries via implementing the international projects together with their NGOs;
- To show participants opportunities they have because of European Union membership;
- To prompt creative thinking;
- To promote the idea of Erasmus+ projects;
- To develop NGO sector while thinking about new ideas for future projects.

Activities:

1. Erasmus+ discussion



Short introduction to the next activity, during which everybody could say something about his/her experience in the field of projects implementation and his/her contribution to the improvement of youth' situation. This way we all reminded to each other how the European sector is working, concentrating the most on the possibilities given by the Erasmus+ program, which participants are able to use

whenever they want to. Having in mind the structure of the program, the form of project application, giving to each other short tips, everybody – even people who were not so experienced till now – got the idea how to do it and what points should they follow in order to successfully apply for the projects and to have it approved.

Task: to discuss about the possibilities given by the European Union and the Erasmus+ projects in details.

Aim: to remind young leaders about the opportunities they have, being the part of European Union, to prompt active attitudes among participants in order to let them undertake initiatives in the future.



2. From idea into action



Taking into account all of the necessary tips received from each other during the last activity, as well as using the experience of participants who are taking part into European projects really often or even work as coordinators/trainers, young leaders, working in mixed teams, received the task to prepare the short version of project application form. Concentrating on the

topic of the project, main activities, involved countries and partners, as well as resources, learning outcomes and methodology, everybody had an opportunity to see how the project idea should be properly developed, from what to start and how to make it in a logic way, in order to succeed while applying for the funds. The whole activity



was based on the “World Café” methodology, what allowed everyone to have wider view and all the time exchange ideas, which in the multicultural team are unlimited, as long as everyone is involved in the process.

Task: to think about the project idea and then to invent the ideas for the main points of project application form.

Aim: to stimulate creative thinking, to show existing possibilities, to let everybody go step by step in developing ideas, to show the importance of good explanation of different issues.

Outcomes:

Sessions dedicated for project initiatives development, gave young people the possibility to see how much they can do on their own, how much depend only on their will and self-motivation. Trying to turn ideas into real actions, possible to be taken in the future, young leaders saw the opportunities they have, given mainly by the European Union, what developed their self-awareness, as well as made them grow as European citizens. It also allowed them to exchange ideas and points of view among different participating countries. Giving to each other some useful tips, everyone could improve the mistakes made till now in order to apply successfully with the future projects. What is more, this session also helped a lot in growing the organizations' potential, as well as NGO's sector in general because young leaders received some fresh ideas for their future actions and this way could contribute in the future, helping youth in their situation's improvement.

Energizer – ‘Dwarfs, knights and giants’

Participants working in 2 teams, had a chance to, through a group decision-making process, choose strategy for one of 3 characters, to become prepared for next round of competition. Game basing on the rules of “rock, paper and scissors”, but giving a lot of fun, energizing participants, with elements of team work process.

Task: to make group agreement before each round and to win the competition.

Aim: to energize group, to prompt the cooperation process in the team.



SESSIONS 3 & 4: ELEVATOR PITCH

Objectives:

- To present the results of the work done in the previous sessions in different way;
- To challenge participants;
- To try presentation skills;
- To exchange experiences and points of view;
- To deal with the time pressure;
- To find the way how to present the most important points in the most attractive way.

Activities:

1. How to convince others to our initiative?



Each group, having in mind their idea for the future projects, had to decide about the way of presenting it to the audience. The presentation should be done in this way to convince everybody to follow the idea and try to implement the project in real. The team could decide if they wanted to delegate one person to talk in front of the others, or to do it all together; if to prepare the poster/presentation or

not. Anyway, the most challenging task was to do it in the certain time, so in 3 minutes. During this time, everybody could feel like on the accidental meeting with a businessman in the elevator when he has only these few minutes to get interested in the topic and have a will to cooperate with this person.

Task: to present the project idea, using the elevator pitch challenge.

Aim: to challenge participants, to let them deal with the time pressure, to give young leaders the idea how much depends on the first impression.



2. Common initiatives – discussion panel



Basing on the presentation given during the previous activity, now everyone had an opportunity to ask questions and this way get more details about presented ideas. Besides of trying to criticize responsibly and give the constructive feedback from one side, it also gave the presenting teams the time to explain all of the missing points and this way to let everybody understand better the main idea. Activity then was really useful for everyone, still staying in the topic of project development.



Task: to discuss openly about the ideas for the future initiatives.

Aim: to let everybody feel responsible for the development process of each participant, to improve the abilities of critical thinking, to give to each other useful advices for the future.

Outcomes:

The second part of the day spent on developing skills related to effective and attractive presentation, gave participants a lot of learning outcomes, starting with being more open, getting experience in the role of presenter and a person who listen to the idea and can decide if he or she is interested in it or no, up to getting the idea of responsible criticizing. Participants found out and named their feelings while dealing with the time pressure, presenting the idea in front of the audience and facing the opinion of the listeners. This way, young leaders became more self-confident, growing up thanks to developing of different competences connected to creative thinking, analysing, dealing with new and sometimes difficult situations, developing the characteristics of their attitudes such as openness, assertiveness, consequence, tolerance and much more.

The whole day has ended with different type of evaluation, so the simulation game during which the whole room was divided in 3 spheres and participants, according to their feelings about given questions (for example: “how involved you felt today?”, “how do you feel in general about the project?”, “did you like today’s activities?” and so on) could go to the right place and show if they feel good, bad or neutral. Volunteers could also give their opinion aloud, while choosing the specific positions, what gave the rest the idea about the others’ points of view.

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2ND INTERCULTURAL EVENING: POLAND, SLOVAK REPUBLIC, ROMANIA, ITALY, HUNGARY, PORTUGAL & SLOVENIA



Evening prepared by young participants from 7 countries, during which everybody had the opportunity to take part in interactive activities, such as dancing competition, to learn some words in the specific language, as well as to see the movies about the countries, their culture and landscapes, to try some traditional food and drinks, as well as to play prepared quizzes and games. All elements were

made taking into account possibility to involve all other participants and presented in public, what was additional challenge for participants who were presenting, what gave them the possibility to again extend their comfort zones.



DAY 6, SEPTEMBER 15TH, 2017

Energizer – ‘Uncle Willy’



Activity which main objective is to sing a song and to do some movements in meantime. The one person has started and the rest of people were only standing and singing all together. Once the leading person came to someone, this person had to start to dance with him/her and at the end of the strophe, go with him/her in a pair around. In the next round, pairs were splitting and inviting other people to join them. This way at the end everybody was involved in dancing, singing and going around the room in pairs.

Task: to dance and sing according to some rules.

Aim: to have some fun in the morning, to break the barriers, to energize the group.

SESSIONS 1 & 2: WORKING ON THE FRAMEWORK FOR FUTURE COOPERATION

Objectives:

- To stimulate creativity;
- To work together on the final result of the project;
- To think what can be useful for the future cooperation between organizations;
- To let participants strengthen interaction within the group by themselves;
- To give a chance to turn ideas into action;
- To empower young people for future initiatives.

Activity:

1. Our ideas for framework of future cooperation



On the beginning of this activity, participants were working in small teams in order to collect ideas for the elements of framework of future cooperation, so the tools which all of the participating organizations, as well as the others which will be interested in, could use to cooperate, help each other while needed and share ideas. Later on, we organized the discussion in a group, to exchange ideas what to put there to let it be useful for the possibly biggest amount of people. Among the possible solutions, we agreed on the discussion groups, calendar, post-wall, life-chat, space for sharing space and many more.



Task: to collect the ideas for the framework of future cooperation creation.

Aim: to stimulate creativity, to empower entrepreneurial spirit among participants, turning ideas into action, to strengthen feeling of shared responsibility for passing process.

Outcomes:

Turning ideas into action, thinking in order to have the final result which can be used in the occasion of future cooperation, as well as the space for project development for everyone interested in the topic, young leaders again saw their huge role in the development of youth sector, being one of the main actors who can influence on its improvement. Everyone felt important and useful for the process of Platform creation because of open discussion which happened while collecting ideas for it. Sharing experiences, exchanging points of view and adding things and issues which can be helpful for everyone, we created framework of future cooperation which – as the tools, developed by participants, supporting each other, will become the real space of exchanging thoughts, helping each other and sharing the experience gained by each organization till now.

Energizer – ‘Bridge of Trust’



Participants, sitting in the circle, were laying down on each other's knees. In meantime, 2 volunteers who stayed in the middle of the circle, were taking out next chairs, making the whole process harder and based more on participants than on wooden pillars. Activity based on the trust, built between participants during previous days. Operational target: to keep the bridge up without chairs.



Task: to lay down on knees of person behind and keep person in front on our own, without chairs below.

Aim: to build unlimited trust in the group, to energize the group.

SESSIONS 3 & 4: SPACE FOR PROJECT EVALUATION

Objectives:

- To summarize all the most important elements of the Contact Making Event;
- To remind to each other learning outcomes;
- To realize what young leaders have learnt during the project and think how they can use those skills in the future;
- To reflect on each member's contribution.

Activity:

1. Preparation of project evaluation

Participants, working in smaller groups but also as one big team, had some time to share their ideas and impressions about the whole project – programme, logistical arrangements and practicalities. Sharing points of view, learning outcomes and reminding to each other different aspects of the Contact Making Event let young people intensify the process of gaining knowledge, experience and skills. Everything was based on the use of Feedback book, where everybody could write some words from



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him/herself and anybody who wanted to, could read it. The second issue was Pizza evaluation methodology, where we had pieces of pizza dedicated to specific parts, so: organization (food, accommodation, transport), objectives (personal/team), program/methods (energizers, teamwork, workshops, content), learning outcomes (communication, interpersonal skills, digital skills, sense of initiative) and team composition (energy, dynamics, diversity, active participation), as well as overall satisfaction. Because the specific pieces were named by participants, everyone contributed in real to the evaluation process.

Task: to evaluate the whole project.

Aim: to remind the most important elements and learning outcomes to each other, to identify benefits gained from the project by each participant and the whole team.



Outcomes:

Young leaders got opportunity to reflect on entire seminar and have a look to the different aspects of it, such as logistics, programme, facilitation, group involvement, team composition, etc. Participants shared their points of view and listened to others. It strengthened the process of reflection on what they have learned and which skills they have improved. Group evaluation helped also in reminding all of the most important elements, what was useful also for the future initiatives which members of each NGO involved in the project will undertake in the occasion of writing the projects in the nearest deadlines.

DAY 7, SEPTEMBER 16TH, 2017

SESSION 1 & 2 & 3: SELF-EVALUATION, PROJECT RESULTS PRESENTATION & FINAL EVALUATION OF THE PROJECT

Objectives:

- To intensify the process of key competences identification;
- To discuss more about acquired knowledge and all of the other results of the project;
- To realize and remind each other how much young leaders have learnt during the Contact Making Event and think how they can use those skills in the future;
- To create overall view for the whole working time and its most important elements;
- To give a free space for initial evaluation;
- To let participants freely share their impressions and exchange experiences.

Activities:

1. Youthpass as a tool of non-formal education – 2nd part of Youthpass filling based on self-evaluation process



Basing on personal impressions, experiences, gained competences and acquired knowledge during the whole project, as well as on yesterday's group evaluation, after receiving information about Youthpass certificates (on the beginning of the project and reminding it before this workshops), participants had some time for individual reflection and self-evaluation process. During this activity, each person

could think about his/her own contribution to the project and improvement of 8 key competences, according to this European tool.

Task: to reflect and self-evaluate process of personal development passed within the project.



Aim: to improve the ability of self-evaluation, to sum up personal contribution to the whole seminar, to conclude and prepare the final document, proving the participation in the European project.

2. Final project evaluation

Time dedicated to present opinions of the participants, their feelings and feedback in the plenary of the group. They had a possibility to share all of the learning outcomes, reflect on entire seminar and look to different aspects of it, such as logistics, program, facilitation, group cohesion, etc. Young leaders shared their points of view and listened to others.



Task: to evaluate common work, to summarize the project outcomes, to discuss about passed process all together without barriers.

Aim: to show everyone what we have done together, how much we can get from taking part into this initiative and try to motivate everyone to be more active in their future life.

Outcomes:

On the beginning of the day, participants passed one of the last processes during their ECMS adventure. It was the second part of Youthpass filling which reminded all of the most important elements, being the final part of self-evaluation process. This way, everybody thought a little bit more about competences they developed, about the passed process, improving the self-evaluation skills in meantime.

The open space of the next session let participants share impressions and the most important elements from the whole project. Participants had a chance to evaluate project from different points of view, taking into account many aspects, as well as find themselves and their role in the whole.

Having in minds that fixation by repetition and reminding what they have done, guided participants to one of the most important elements of the program implemented, so the results of joint work. This way they consolidated acquired knowledge and it built among young people a sense of self-confidence and let them realize the value of each of them as co-authors of the project, its results and future inspirers of all kinds of initiatives.

Evaluation and summary underlined the huge potential which young people have and let them find out that most of the needs and expectations were filled, as well as that created environment allowed them to make a lot of great results.

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SESSION 4: CLOSING CEREMONY

Objectives:

- To let summarize project all together;
- To certify participants' work during the whole project.

1. Certificates and final statement



After the evaluation, participants had time to discover their Secret Friends. Everyone had to guess, with closed eyes, who is standing in front of him/her and then give this person the Youthpass, saying a final wish to her/him. As a result, each participant got the European certificate and a final wish from a peer. At the end, some of participants gave also final wish to everyone. We also made the last group photo.



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ANNEX 1 – SUMMARY OF ONLINE EVALUATION FORMS

Quantitative data

Programme Elements	1	2	3	4	5	6	7	8	9	10	Level of satisfaction
Practical info about project, programme, venue	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	7 Pax	5 Pax	16 Pax	93,21%
Fears and expectations	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	3 Pax	5 Pax	9 Pax	9 Pax	86,79%
Ice-breaking & Team-building activities Name game (name and one word about me) Union of diversity Picasso Portrait Establishing common rules Touch the ball Fruit Game Instinct in the Cage	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	6 Pax	6 Pax	14 Pax	91,07%
Energizers Train of the love Banana Famous characters Sculptures gallery Dwarfs, knights and giants Uncle Willy	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	3 Pax	3 Pax	5 Pax	16 Pax	91,43%
Effective teamwork	0 Pax	0 Pax	1 Pax	0 Pax	1 Pax	0 Pax	5 Pax	7 Pax	6 Pax	8 Pax	83,21%
Erasmus+ and non-formal education – let's define!	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	2 Pax	8 Pax	6 Pax	11 Pax	88,57%

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Multidimensional Organization Passage – Exchange of Good Practices	1 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	5 Pax	7 Pax	7 Pax	8 Pax	83,93%
Let's share our practices with the rest of the world – common brochure of good practices!	0 Pax	1 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	8 Pax	7 Pax	10 Pax	86,43%
In common problems, the same solutions (Problem Tree activity)	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	1 Pax	3 Pax	6 Pax	16 Pax	91,43%
Common initiative for the development of Youth sector	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	7 Pax	6 Pax	7 Pax	8 Pax	85,71%
Elevator pitch. How to convince others to our initiative?	0 Pax	0 Pax	1 Pax	0 Pax	0 Pax	1 Pax	0 Pax	6 Pax	12 Pax	8 Pax	87,50%
Framework for future cooperation	1 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	6 Pax	6 Pax	7 Pax	7 Pax	82,14%
Project Evaluation activities	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	7 Pax	4 Pax	4 Pax	11 Pax	85,35%
The importance of Youthpass in the whole process	2 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	4 Pax	7 Pax	6 Pax	8 Pax	80,71%
Cultural Evenings	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	4 Pax	0 Pax	10 Pax	14 Pax	92,14%
Overall Score	4	1	2	0	3	11	49	83	103	164	87,31%

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Logistics	1	2	3	4	5	6	7	8	9	10	Level of satisfaction
General Organisation (information, transport, support, communication)	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	2 Pax	3 Pax	8 Pax	14 Pax	91,43%
Food	0 Pax	0 Pax	1 Pax	0 Pax	1 Pax	3 Pax	4 Pax	5 Pax	4 Pax	10 Pax	82,14%
Accommodation (hotel service, rooms' standard)	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	3 Pax	3 Pax	6 Pax	15 Pax	91,07%
Overall Score	0	0	1	0	1	5	9	11	18	39	88,21%

Qualitative data

Did the Seminar meet your expectations? Please explain why or why not.

- I didn't really have some expectations so I can't really answer. But I really liked the seminars.
- Yes, it did. To begin with, this is my first Training Course, therefore I wasn't entirely sure what to expect. I was looking for something a bit more serious and engaging than a Youth Exchange and this is indeed what I got. Thank you for organizing the whole thing, I really cannot say anything bad about your work. However, maybe I was expecting a little more engagement of the other participants and this was evidently not the case, since especially in the last days half of the group was running late.
- Yes, it did. I learned a lot. We were productive. We worked in nice teams. I met amazing people with who I can cooperate in the future.
- Actually, I didn't really know what to expect. But in any case, everything went better than expected.
- More or less yes, but I was expecting more involved participants into the Erasmus+ projects.

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- The content and the method was satisfying. It did meet my expectations, I learnt a lot about Erasmus+ projects plus got motivated to create new connections with foreign organizations. What did not meet my expectations were the participants. I am surprised that someone who participate in a cultural youth programs have so little cultural and social understanding. This is however not the fault of the organizers.
- I meet new organizations from 14 countries, I found out more about how is working the society in different civic fields in the countries that were in the project.
- In terms of the participants unfortunately my expectations were higher. In terms of logistics it was very well organized, congratulations to the organizers. In terms of content I felt, that with more reflection and different exercises with more focus on expectance and conflict resolution would help deepen the personal aspects of participants.
- It did, I got to meet new people, share interests, practice my English, and learn more about Erasmus+ and what it has to offer.
- In my case, the project went beyond my expectations.
- The Seminar definitely met my expectations. Actually, it was much better than I expected. As this was my first project, I was a bit afraid of how the project will look like and if I have enough skills and be capable of doing the tasks. When coming to the project, I realized that, even though I lacked some skills, I was here to improve them and the project really helped me to do this.
- It did! I came here to develop new partnerships and enrich cooperation with existing partners. Both of missions successful.
- Not really, just it was really interesting to take part on this seminar.
- I already established concrete new partnerships on future international projects. I understand better the youth context from the partner communities. I found out more about Polish culture especially and also about other countries of the participants.
- It fore filled all my expectations. Bright, lucid methods and modern approach.
- Everything was planned in a good way, but the only thing I can complain on is the involvement of some participants.
- I have an opportunity to learn a lot, practice soft skills and meet incredible people.
- The seminar did meet my expectations because I would improve more my English.
- The seminar meets my expectations up to one point, but the participants of some NGOs weren't very much related to the activities of their organization and they couldn't promote the actions that they do. This way I couldn't make as many new contacts, related for new project, as I hoped or expected.
- Yes, mostly. It offered many interesting activities and great new people to meet. What I would like even more would be to have some more interaction and games within the city center and involvement with local people.
- To some extent yes. I hoped for better possibilities for future partnerships but this was not fully achieved in the end.
- This seminar was a first for me and to be frank I did not know at all in my chief had to embark. But it was a very very good experience for me.

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- So far, it was the best project which I have ever participated. Organizers and also activities were perfectly prepared.
- Yes, the seminar definitely met my expectation. I found information posted on the project website about accommodation, dining and meeting agenda. This information helped me to form a first impression about the project. Then I found during the development of the project that all my expectations have been fulfilled.
- This project met my expectations because I have improved a lot of skills. No I am more self-confident, I know a lot about different cultures and languages and how to pass new challenges and fears.
- In 100%! I have known amazing people. It was a great opportunity to gain some knowledge about European projects, what is very important for me and my professional development
- Yes! It was a perfect combination of different activities, people from 14 (!) countries in which we could find differences, but also many similarities what made us all rich in new experiences.
- I didn't know what to expect so I cannot say that, but I am really amazed and I am so glad for taking part in it.

Which session made the biggest contribution to your development process and how?

- The project writing because I learned a lot of things.
- The Problem Tree activity, as well as Common initiative for the development of Youth sector. During the former activity was the time when finally things started to "get serious" – it really made me dig deeper and deeper instead of just focusing on the surface a.k.a the consequences, which enhanced my critical thinking and ability to analyze a situation using logic. The latter activity felt like a natural way to continue the problems that were recognized during the Problem Tree activity, it really helped me put words into action, meaning not just to know how a project is written, but to try to take care of the basics in an efficient way, while taking into account the reality instead of being utopic.
- About good practices. Because it made me realize how good we are already doing and how much more we can do better. And writing about it made me feel like I have many good things to say and share.
- The first afternoon in the park, as it was a good way to meet all the other participants.
- Definitely the Problem Tree made me think on problems, reasons and solutions in the society, but not just in my country, all around Europe.
- The Elevator speech – I was able to focus more on how to "sell" a good idea and it was also good that we got immediate response and feedbacks on it. The Erasmus+ introduction – I learned the importance of budget calculating and what are the basics for applying effectively for funding.

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- In common problems, the same solutions.
- The balloon game made the biggest impact even though I really missed a detailed reflection to get into the depth of the "game".
- The common initiative for the development of youth sector, as it gave me the opportunity to reflect on current problems and try to find ways to contribute to improve the situation.
- To make the application for an International Project.
- "Common initiative for the development of Youth sector" and "Elevator pitch". These activities have made me motivated to become more involved in the active participation within my community. They showed me that changes can be made and that I have skills and ideas to make something good and important for my community.
- Problem Tree activity.
- The problem tree.
- In common problems, the same solutions – finding the realities from other countries and contribution all to new solutions for development of youth sector activities.
- Problem Tree, it was intellectually biggest challenge.
- Definitely "Effective team work", because nowadays those skills are extremely important on the labour market, so it can increase my chance there.
- I think that the best part was Problem Tree activity. It showed us how complex are problems around us and how to solve them.
- Elevator pitch because I had to meet my fears and spoke in front of many people.
- The biggest contribution to my development process was the Derdians, because we have to see how other people react to different occasions. We have to consider how other cultures and religions react to different things we think are common sense.
- The problem-solving tree was really interesting and deep because it shows in a simple way how to approach problems and what are their causes and effects.
- The effective team work session because I have learned things that I didn't know before. It was an eye-opening experience to me.
- The section or have changed themes every 6 minutes and have to try to complete this are the other people had not said. Because it was a flood of information and even though I did not all understand because of my level in English, I know it will help me a lot.
- It is hard to say, I think that each of them was good chance to develop myself.
- Activities related to expressing myself, because they helped me in putting all my thoughts together and find words to share ideas and experiences with others. I also realized that I can influence on others with my positive attitude expressed in this way.
- I think that all the 'Ice-breaking & team-building' activities helped me to feel more confident and secure and taught me how to cooperate with other people. Also the feedbacks and daily evaluations encouraged me to reflect about myself and about the others.

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- I have to say that the sessions activities that marked me the most were the Derdians Game and the balloon game. The Derdians game taught me to stop assuming things about other cultures and to try to understand people I am interacting with. The balloon game taught me a lot about human psychology and that I should try to understand better human instincts.
- Teambuilding was difficult for me: different ideas, different methodology and different attitudes of people, but the result was great = I learned how to cooperate.
- I think activities about teambuilding. It was nice to see opinions of others, respect them, cooperate, use emotions, logics and meet and know better each other.

Which new competences (skills, attitudes, knowledge) related to the topic did you gain during this Seminar?

- I gained knowledge in project writing and management.
- I was able to develop my social and civic competence the most throughout the project. During the various workshops provided by the different national groups, I have become more able to deal with a conflict that has arisen. Also, my views have been confronted by the means of different discussions, both during the official sessions and the free time, therefore I have become more flexible as well as open to challenges. What is more, I am constantly working on my trust issues and this project was extremely helpful. For example, since the very beginning my roommate was an amazing girl to whom I felt like I could say anything freely without feeling ashamed or guilty about something. I usually never get the urge to express my feelings like that, since I am a closed person and generally an introvert, but the people here have shown me that there is nothing to be afraid of and by the means of baby steps, I could become an open person eventually. Some of the workshops involved games in which I had to be blindfolded and be navigated by my whole team, so this was beneficial for my trust as well.
- Improved my team work. Improved my attitude towards leadership and got a chance to try and train it. Self-development. Cooperation. Project management.
- I learned more about organization and working in teams and groups.
- Communications skills mostly, but I learned also a lot about the European Projects, and ideas for the community.
- I learned how to work with people with whom I don't click and let go of personal problems when it is about team work. I also learned that I have difficulties to confront people if I think this will affect the group dynamics. I would rather not address a problem to someone if I think he or she will react in a way that would affect the teamwork negatively. I don't think it is a good thing, but now that I addressed it I can work on it. I believe I learned a lot about how to communicate these things.
- English language. Social and civic competences. Cultural awareness.
- No answer.

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- I gained abilities and knowledge that can be used both at a personal and at a professional level, such as effective communication, non-formal methods of teaching and learning, Erasmus+ projects and about the cultural diversity in Europe.
- To keep motivation and to analyze any activity aims.
- I improved my communication, organization, planning, and social skills. I learned a lot about Erasmus+ projects and initiatives and I got a lot of concrete information how to continue to participate and become more involved. I got a stronger sense of initiative and motivation to turn ideas into action.
- Knowledge related to direct the work in groups, patience with non-active ones, how to motivate the non-active ones. Upgraded the knowledge about developing ideas and methods how to prepare projects for youth in the future.
- Speak and discover each other.
- Knowledge about the partners organizations within the project, about ways of cooperation with other organizations, about new project ideas.
- Multitask skills, logic approach in dissolving tasks.
- First of all, I made a lot of new friends which also work in Youth sector, so I hope that we will be able to cooperate in the future on common initiatives. Besides that, I developed my communication and language skills.
- I learned a lot about how to create a good project.
- How to speak in front of people.
- I gained some new Digital Skills!
- I improved my social skills, presentation skills, adaptability, improved my attitude towards certain people and much more.
- Minor things here and there but still important.
- The creation, direction, well-being of a project.
- Interpersonal skills in multicultural communication.
- I learned how to be the source of knowledge for others. I haven't expected that I know so much and I can inspire others with my experience. Now I know that I can, I just need to want and then I can really influence on environment.
- I improved my linguistic skills - English, but also Spanish that I was learning before and I had possibility to improve it. Moreover, I am more confident in expressing myself and presenting different things in public, being less stressed.
- I learned a lot about non-formal education. I also feel more confident and self-reliant.
- I improved my speaking abilities, I think I am more able to socialize with people from different cultures. I also did not know so many methods to lead the activities for youth, so I learned a lot and I will use it in the future.
- Importance of self-reflection. All of the key competences were improved in my case.

How will you use these newly acquired competences (knowledge, skills and attitudes) in your future widely understood activities?

- I'll use them maybe by writing some projects by myself.
- Personally, the best thing that happened to me is to change my perception and to find out that being an introvert might change only if I'm willing to. Usually I would hate to be around people 24/7, it gets me anxious and stressed, but the more Erasmus+ projects I attend, the more open I am and I can communicate from the very first day with people now, and in comparison with my first Erasmus+ project I was only talking to my own national group and just started to connect to the other national groups during the last days.
- I am going to strengthen cooperation with my team. Improve the teamwork. I'm going to share many of the activities. Start to work on projects.
- I hope to use my experience in future E+ projects, and maybe also in other group activities I might participate in in the future.
- I will use all my gained knowledge during my work with the MeOut association.
- I will develop my communicating skills so I can address uncomfortable issues to people I'm a way that their behavior won't change dramatically.
- I am volunteer in EuroDEMOS NGO and I am the Director of Kasta Morrely Leadership for Children Programme (Kasta Morrely NGO-Romania), where I want to apply the knowledge that I developed during the seminar.
- No answer.
- I will be able to apply them both – at a personal and professional level.
- I will be more self-confident, motivated and I will apply in the future the competences for teamwork, the cooperation and the positive attitude because everybody has his own opinion and all of them have the same importance.
- I will continue to be a member of Device Association and try to participate in more projects, even to try to come up with ideas for new projects. I will use the competences in social situations, especially with new people and from different cultural backgrounds. I will also become a more active member of my society, and join a volunteer service.
- In my future youth work.
- For making youth exchange or seminar.
- EuroDEMOS will take partners that were present within the Seminar for future projects that will apply at Erasmus+. EuroDEMOS will be partner within the project ideas that were discussed on groups. EuroDEMOS will initiate new projects starting also from the needs identified together with the other partners within the Seminar.
- Hopefully in organizing E+ events.
- I will be able to work and learn more effectively, what can make me more successful person.
- I will try to work on my own activities.
- I think it could be easy for me to expose my knowledge and my skills.

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- I will try to use these new skills in future projects so I will make the participants more active and more open to different situations.
- I'm planning to work in a multicultural environment so every interaction that I had would be helpful.
- I will use the appropriately on my future work as a youth worker.
- To be honest at the moment I do not know. In the near future, I hope this would help me a lot.
- They will be useful in work, as it often demands work in group and I think all of them can be also used in everyday life.
- I will use it in the future projects which I want to organize again and I think now I am more aware about my abilities and skills that I already have but I just haven't seen them till now.
- I would use it on studies and in my work, now and in the future, because all of the competences that I gained are one big hole which are making me a better person. I want to share this impression with others in my local community, especially with my friends.
- I would like to inspire my peers to develop themselves and to use existing possibilities. I would like to be more active and contribute to life of my society.
- I'll try to use these competences in my everyday life, in my education and in my professional life.
- I think that these newly acquired competences will be useful in my future. I am not decided what I will do and what will be my dream job so every new knowledge, skill or attitude is an advantage in my life.

Do you feel more able to influence your closest environment? Please explain why or why not?

- Yes, because I learned to look at some things in a different perspective and that makes me able to look at my surrounding in a different way.
- Yes, because I see that all countries have more or less the same issues and I was able to see different ways how to tackle them.
- I feel stronger and more persuaded about the path I chose. This make me more self-confident and more able to share my ideas. Therefore, it is going to be easier to get more colleagues for cooperation on important projects for us and our surrounding.
- Yes, because I find it easier to communicate and collaborate with other people now.
- Yes, because I see, that there are ways of doing something good.
- I do. I do feel that I learned a set of new skills in contact making and project developing. I also learnt a lot from the project leaders how to deal with an extremely hard case of participants and how to remain professional.
- I will encourage more teenagers and youth to get involve in European projects, it's very important for their personal and professional development.

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- I don't feel that I can influence more than before as you got to know me I am pretty influential already. hahahah and self-ironic ;)
- I do, as I will be able to let people know about the opportunities Erasmus+ provides, and the different realities of countries in Europe.
- Yes. I would like to share this feeling of freedom and happiness.
- I feel that I will be more able to influence my closest environment, because I can show to people some ways of non-formal education and try to motivate others to become more involved also. I feel that I can teach other people what I learned here.
- Yes! Because I will simply implement some of the good practices I have come across at this seminar.
- Yeah, because of the different methodologies we have sharing together.
- It is reinforced my opinion that if we, the non-governmental organizations from many countries cooperate in common actions for sure our impact at local and international level will be higher.
- No, because I am not longer in position to do so.
- I am not sure, as it not only depends on me, because the most important thing is openness amongst people you would like to influence on. I think I am able to do it, but not sure if it is strong enough.
- I think that seminar was very motivating to work.
- Yes. now I know how to speak with them.
- I think I will be able to influence my closest environment because learning new ways to approach people will help me bring them more in to being active citizens.
- Yes. It took me time to realize it but experience really makes one a leader.
- Not really as I have already previously acquired and developed to a great extent those skills.
- Yes, I learned some things but I think that for the moment I am not able to influence more than 2 or 3 people, because I do not have enough experience yet.
- I have been shy person, but right now I feel much more confident and able to impact other people in positive way – I mean help, motivate and support them.
- I do, although I don't know if I would be successful, I guess it depends on the people.
- Yes, I feel more able to influence my closest environment because sometimes we have to look at ourselves from different points of view. We have to constantly improve our behavior, to reach this we have to break some barriers.
- Yes, because I found what I can do to influence my closest environment.
- Yes, because I learned new things and I can share them and help others to learn, and show them that there is always a way.
- Yes, I became more confident therefore I will be trying to influence my close environment.

If you would be able to change/improve/add 3 things, what would they be?

- I would only like to add more project writing activities.
- Better rule enforcement – In particular the rule about punctuality. Better vegetarian food options (although I'm not a vegetarian, I would appreciate more free meat options which are not made from soy). More free time (only if the rule number one is done though).
- Leadership, self-organization & strong will of productivity.
- More free time, less awkward workshops, better food for breakfast and dinner.
- I would be more strict with other participants and I would be more active from the beginning. I would talk more in Italian.
- I would address the cultural acceptance and understanding more, maybe creating games for it. I would require participants to explain their absence from the activities, also stating that being hangovered is not an excuse not to show up. I know we are all adults and we can't really force people to do something, but I do things that the alcohol consumption was a big factor of not active engagement. I would put a conflict resolution part into the programme. As a contact making conference I think conflict is an always present problem, so it is nice to have these activities/games, where participants can learn how to give non-judgmental comments and how to confront others in a positively influencing way, but still addressing the negative things in their behavior.
- Few hours during the day to visit Krakow.
- The group motivation, dynamics and more active exercises (which in my opinion would motivate the people).
- Music to cheer up the mood at the beginning of the sessions (or when needed). Better organization in the conference room (stress that each person is responsible for the stuff they use). Stress the issue of punctuality.
- To keep the energy till the last day.
- In my opinion, everything was well imagined, implemented and balanced.
- Nothing comes to my mind atm. That means you did a great job!
- More workshops, more game for discover each other and more tornado.
- To help also the shine persons to express their opinion more. Other to be more involved in keeping order and clean in the conference room. All participants should be more responsible and more on time on the activities.
- Outdoor activities, sports, touristic part, local important sights: for example, visit to concentration camp – Auschwitz, night programme, coordination of all participants.
- More free time. Besides that. everything was perfect.
- A little more time to rest, some integrating evenings.
- Improve my English, add visits in Krakow and be more present.
- If I was able, I would improve the activeness of the participants in some topics (discussion and public speaking). Improving the punctuality of the participants would be a huge factor for the netter success of the project. Maybe changing some of the activities would be nice as well, more debates or role playing.
- More fun, less rigid exercises. Less is more.

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- The selection of participants so it will further facilitate the achievement of the project's goals and objectives.
- Bed too hard, bathroom too small.
- I think that more free time would be good, but I understand that as there only could be one (not two) projects it was hard to manage. Apart of that, I think all was really nice.
- I wouldn't improve anything. Everything on this project was perfect, starting with people, accommodation and food and ending with the created atmosphere, gained results and skills, as well as involvement and organization.
- Change: some rules because sometimes they are really hard. Nothing to improve, I think all is really great. Add: more breaks.
- Really nothing comes to my mind. Maybe, I would add few days more to have even more activities connected to the topic of the project.
- I wish I had the chance to visit some important cities, especially the ones which have historical importance and have more free time.
- More energizers and more time for preparation of cultural nights.

Additional comments:

- I am very thankful for this project. You made it an amazing learning experience. Thanks a lot.
- The communication inside a team wasn't so good. Didn't like that the people were gossiping and acting fake. It was a problem of the group, not the organizers.
- Lack of Internet in the rooms was a bit surprising, but I could live with it. Maybe for the next project ask the participants to bring moderate amount of their national alcohol, in this way absence due to hangover might be avoided. All in all, thanks for the experience and I'm looking forward to work with ECIM again!
- The accommodation was wonderful, clean, cozy, great location. However, the fact that the internet was weak and only working in the common rooms is a big setback.
- Thanks for everything.
- Keep up the good work!
- Thank you, dear Poland Team (Marcin and Aleksandra) for the great opportunity to be partners within this Contact Making Seminar and for sure this project strengthen much more our cooperation. Thank you for everything!
- Single rooms are not standard but necessity.
- That project was one of the best organized I ever been to. Thank you very much for that!
- Thank you!
- Thank you, guys. Keep on going!
- Really good project and excellent organization. Thumps up.
- It was very nice, thank you very much.