

# NEWS BULLETIN

## Knowledge Transfer

To know or not to know - that is the question  
Knowledge transfer in AEGEE  
The European Level - come in and find out

## Projects and Past Events

Agora Reform - Bottling visions into old wine  
CST Brussels: „We are different but belong together“  
AEGEE Europe - Y Vote 2009 Campaign

## What else?

Who is who in the new Comité Directeur?  
The ultimate Quiz: test your knowledge about AEGEE  
Dr. Love - horoscope



**AUTUMN 2008**



Dear reader,

welcome to the latest edition of the NewsBulletin, the internal AEGEE publication!  
For sure, you are curious what you can expect from this edition, right?

This time, the team of editors came up with a complex but fascinating focus: the issue of knowledge transfer. Boring as it the term itself may sound, it is a really interesting topic indeed once you deal with it and think about it. So, in the first article in this issue, you will learn more about what knowledge transfer actually is all about. But why do we in AEGEE write about it? You will see that it is a quite important topic for AEGEE while reading the article about "relevance of knowledge transfer in AEGEE". This claim will be illustrated also in some articles about the local and European level respectively. Here, you will learn more about where you get which information, what sources of knowledge there are, which bodies provide which information, what the Academy, our very own Human Ressources Working Group, is doing in that field, and how the CD is dealing with knowledge transfer.

In the next section of the NewsBulletin you will find some of the traditional content parts of each edition: an overview on some past events, current and new projects. Here, I would like to thank all the organizers and participants of AEGEE events, which enable us to always find some nice events to present in this section!

In the final part, you will find some new elements: A quiz about AEGEE and the EU, some quotes about the "greatest experiences in AEGEE" of different AEGEE members, and, of course, Dr Love. However, he doesn't answer letters anymore, but got active in the field of horoscopes now. Maybe this comes in handy for the new CD members who are mostly still new in Brussels and still curious what will expect them for the rest of their term. Some more hard facts about them can be found in our "wanted" article. Or maybe you are still not sure yourself what to do during this Agora or afterwards? Then the horoscope might come in useful in the decision-making process.

Last, but not least, I would like to thank really everybody who was involved in this publication: the team of editors, proof-readers and our designer, as well as the CD who took care of the printing of the edition and the transport to Agora Aachen.

In all this group of people I'd like to specially thank four people:

Maria, the designer, who took up this task even though she's not member of AEGEE herself,

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## **“To know or not to know – that is the question” or - what do Confucius, Einstein and Bacon have in common?**

by Nadine Karbach

„When you know a thing, to hold that you know it; and when you do not know a thing, to allow that you do not know it - this is knowledge” – famous quotations about knowledge, like here from Confucius, were stated by many great people. Socrates, Einstein, Bacon; independent from the time they lived in they were touched by the fascination of knowledge. Nowadays, we are turning into a knowledge-based society, where knowledge obtains the same value as funds, manpower and material. The importance of knowledge and the way to manage it within an organisation or a company cannot be ignored anymore.

But what actually is knowledge? Can we differ between different types and is it possible to transfer knowledge? What chances and risks are connected to knowledge transfer? This article will try to answer these questions and give a basis understanding of knowledge.

Knowledge is based on information which again is based on simple data or encoded signs. Data themselves cannot be interpreted in their meaning, they are simply there. When data are put into a context they are transferred to information and thereby can be transmitted in a message to a receiver. The content of this information causes a change in individuals and allows them to have a deeper insight. Knowledge, thus, is built from experience, values, context information and specialised knowledge. It offers a frame to incorporate, judge and assess new experience and information. Evolvement and implementation of knowledge takes place in the head of any individual and is thereby bound to it. The application of knowledge leads to competence of the individual, put into practice by the will of that individual. Used in the right context this competence can be considered as expertise.



There are several types of knowledge. Firstly, there is explicit and tacit knowledge. Explicit knowledge can be easily expressed

in words, figures and graphics. It can be distributed in the form of manuals, facts or in generally valid statements. This form of knowledge can be processed easily by computers, stored in databases and are therefore available for a big community. Silent or tacit knowledge however, is not as easy manageable. It consists of unconscious knowledge which is settled in the head of individuals. Tacit knowledge is based on individual experience, insights and personal skills. Such a knowledge which is based on experience is much harder to transfer to others.

Besides these two distinctions, knowledge can also be divided in individual and collective knowledge of groups, as well as in knowledge which is internally available or which needs to be acquired from external sources.



But is it then possible to transfer knowledge to others? Knowledge transfer “seeks to organise, create, capture or distribute knowledge and ensure its availability for future users”. For explicit knowledge it seems to be easy to transfer it from one individual to another: one email, one manual, one paper; and the knowledge transfer would be accomplished. However, knowledge, independently from its type, resides in people, tools, tasks, and their sub-networks. Since 1990, the subject is taken up under the title of knowledge management.

Knowledge transfer is a complex task and challenged by a couple of factors. Some factors should serve as a showcase. One obstacle, for example, is “the inability to recognise & articulate „compiled” or highly intuitive competencies”, which fits into the schemes of tacit knowledge. Geography or distance may also handicap proper knowledge transfer. Besides that, language problems



can play an important role. Also a "non-knowledge-sharing"-culture can lead to difficulties. A lack of trust, motivational issues or internal conflicts can pose a threat to proper knowledge transfer too.

Of course, knowledge transfer offers chances and

every era; it is time-bound and changes according to its environment. Knowledge is dynamic and valuable. However, thoughtful statements about the nature of knowledge were made by great people of our history, as Einstein, Confucius or Socrates. Is that also knowledge then? Or wisdom? Who knows..... There are various ways to manage and transfer

## knowledge

risks. Chances are to optimise the use of resources, efficient usage of available potentials as well as customised and fast location of solutions. On the opposite, risks are spamming individuals with useless information, the difficulty to communicate knowledge openly and to use time-consuming methods with low benefit.

In the end, knowledge develops to suit the needs of

knowledge. The most recommended way is the personal talk among the involved parties. In a global and more and more virtual world, this is not always possible. Support measures can be offered in form of a "knowledge-tree", which shows with whom one should share knowledge or a "problem-tree", displaying the most faced problems and suitable best-practice examples.

## Knowledge transfer in AEGEE

### It is all about asking, learning and sharing

by Nadine Karbach

The change of the Comité Directeur in November 1990 was a very special one and most likely the most harmful CD change for AEGEE. There were only few links between the old CD and the newly elected one, lead by Georg von der Gablentz. Between the both CDs was hardly any cooperation or even no cooperation at all. As a consequence, most files were lost and with it a huge amount of information about AEGEE from that time. The fact, that the CD at that time was spread all over Europe and files were stored at CD members' houses, complicated the situation. Thus, AEGEE-Europe basically had to start from the very beginning.

Similar situations were faced also by many AEGEE-Antennae, projects and working groups in the network. The entire old board left and kept hardly or no contact with the newly elected board members. The time and the effort it takes to build everything up again cannot be estimated high enough.

The situation has improved these days, especially for AEGEE-Europe, and AEGEE can be spared from such a disaster in general. However, these happenings show how important knowledge transfer in an international youth organisation like AEGEE can be.

All knowledge we have in AEGEE comes from its members. However, it does not come directly from our individual learning outcomes, for example how to write a fundraising letter or how to act in an intercultural environment.

It appears at that moment, when we share our knowledge and experience with others and this knowledge becomes available for the entire organisation. Thus, individual knowledge turns into collective knowledge. The organisation "learns" and changes; and individual knowledge contributes substantially to this process.

Conscious knowledge transfer in AEGEE makes sense in many ways. First of all, because we need to take care of our most valuable resources, namely our members and our time we have for AEGEE. AEGEE has a limited amount of (active) members and these members again face time restrictions. Besides that, the knowledge we have in AEGEE reflects our past and is therefore a very valuable source for future decisions. Confucius discovered already

2500 years ago that we need to study the past, if we want to define our future. The experiences AEGEE has as an organisation but also the ones of every single member can be considered as a contribution to an improved future, where we hopefully don't repeat mistakes of the past. On top of that, all experiences can lead to the ability to adapt future decisions of AEGEE to the changes of our environment in which we act. What is learned from the past can be analysed and merged according to new situations.

*„Knowledge transfer in an organisation can be conducted in several ways.“*

Current literature for example suggests a simple learning cycle model. At the beginning stands the identification of knowledge, especially of tacit knowledge. The second but very challenging step is to write this tacit knowledge down. This step is called lesson learned. It collects all knowledge based on experience. In a third step, best-practice examples are listed and made public and are accessible for everyone.

A second model suggests to first identifying the knowledge holders in an organisation. They need to be motivated to share their knowledge by using a designed sharing mechanism to facilitate the process. The knowledge transfer will then be conducted and measured upon its success. In the end, the application of the transferred knowledge starts and the transfer itself is finished.

Practically, knowledge transfer and knowledge sharing is enjoying the advantages of the internet as well as electronic resources. Databases, documents, emails, chat-rooms, homepages, search engines, wikis – to name few options.

In practice, also simulations, manuals, publications, follow up reports, mentoring or work shadowing are adequate means to facilitate knowledge transfer.

One of the preferred methods uses the model of storytelling, thus learning from the stories of others: in a chat or –much better- personally.

Still, one dilemma remains – how to ask about something where one has no idea that it exists at all. Anyway, enjoy your next knowledge transfer and remember it is all about asking, learning and sharing.

By the way, much more information about some historical aspects of AEGEE can be found on our homepage of AEGEE, one of AEGEE's tools for knowledge transfer.

## Knowledge transfer – Some do it differently

by Tena Prelec and the Network Commission

Our wide network is extremely various and so are the ways of transferring knowledge. Let's have a trip through an AEGEE world of knowledge and see how we can improve.

### Big locals – big opportunities

Big and strong locals have (and need) a very structured knowledge transfer.

AEGEE-Ankara has a particularly structured know-

al knowledge transfer given from each board member to his/her successor (e.g. secretary to secretary). A teambuilding & planning weekend trip of the two boards together is organized on a yearly basis. Local Training Courses are organized once or twice a year, when the committees (groups in charge for specific tasks or projects) start up. During the last two years LTCs have been done quite professionally, hiring a local organization which took care of pre-



ledge transfer. New members are not even accepted in all periods of the year because of the need to be properly educated. There are two weekend-long trainings throughout the year: a general one in October (explaining what AEGEE is) and an advanced one in February (about project management). Only after one year of membership and the attendance of the two trainings, together with local Agorae and Councils, a member is allowed to go for the board. In AEGEE-Utrecht the outgoing board provides the incoming with a 'strategic advisory guideline', to explain and justify the choices made throughout the year. Additionally, there is a more detailed individu-

alizing cases for group work. In the past there used to be quite some Academy members within AEGEE-Utrecht and the LTCs were therefore on a very high level.

Both locals occasionally experienced problems with IT. Ankara was implementing an online file system which has been static for 5 years because of lack of IT workforce, while Utrecht has been dependent on the creator of their server for years.

### Medium-size – non-formal knowledge transfer

Medium-sized locals usually look more like a group



of friends than a professional organization; therefore the knowledge is not structured but has rather an oral tradition.

In AEGEE-Trieste, for instance, most of the knowledge transfer is done in a rather informal way. During the weekly meetings more experienced members help out the new ones step by step. An important means of communication are, as usual, emails: some old members stay in the board mailing list, commenting and giving suggestions on how to proceed.

On the eastern borders of our Network, AEGEE-Tbilisi is managing to deliver knowledge transfer without structuring it in a very elaborate way. Lacking an own office, all important files "travel" from president to president. Current active members are still in contact with oldies, asking for precious advices.

A tip for treasurers' knowledge transfer: AEGEE-Wien's old and new treasurer last year did the final balance together, double checking it and doing practical knowledge transfer at the same time.

A simple and effective way of structuring a medium-size local's knowledge has been just introduced by AEGEE-Leuven. Through their website a Google documents section is now accessible to all the members. In addition to that, they have an advisory board composed by ex board members.

This is a new system for Leuven, but it is already fairly working in other locals of similar size, such as AEGEE-Nis. They also have a motivation weekend, but no written knowledge transfer.

### Troubled zoned - Agonizing knowledge transfer

The most problematic issues to tackle in small, troubled or newly-born locals are the website and bank account data. It sometimes happens that the old members are just not reachable anymore; on the other hand, the new board members are often not pro-active enough to hunt the disappearing oldies. AEGEE-Sheffield, for instance, had quite an unfortunate situation, with a very nice new board but absolutely no communication with the previous board. In such cases the NetCom intervention is particularly important, visiting the locals and staying on their disposal for any problem they could have.

Those locals are the ones where trainings are most needed, but also the ones where it is most difficult to organize one. Beside from the help of the Academy and the NetCom, there is another amazing way of growth: collaboration among locals. Inviting members from other locals to their trainings, as AEGEE-Ankara is doing, gives an enormous boost in the best AEGEE tradition: strong locals helping their weaker neighbours. This is what the strength of our network is about!

By the way, a very useful tool for knowledge transfer can be found in the download section on [aegEE.org](http://aegEE.org) – the AEGEE Members' Manual. Check it out!



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## From "Agora minutes" till "www.aegee.org" some inspiration on knowledge for any Antenna

by Nadine Karbach

**B**ig Antennae, small Antennae, old Antennae, young Antennae, active Antennae, passive Antennae – nevertheless, they all have something in common: all are part of a European network and all need management.

The management of an Antenna has different faces and vary in all parts of the AEGEE-network. But in the end, a board on the local level, elected by the members of an Antenna takes care of the maintenance and the development of the local group. To fulfil this demanding and challenging task properly, some specific knowledge is needed. However, we know that a part of this knowledge can be transferred easily from the previous board. But this is not always the case and secondly, not every kind of knowledge is as easy to transfer. This article will try to fill some –conscious or unconscious– knowledge gaps while providing a couple of key words on important things to know for the local level management. The main intention is to provide you with an idea where to find specific information or whom to ask for it. Enjoy reading and asking!

**Agora Minutes** – from every general assembly of AEGEE, the minutes will be uploaded on our webpage. In case no one from your antenna could participate in the general assembly, this can be a valuable source of information for you. For example, you can look up decisions and discussions. You find them here: [www.aegee.org/office](http://www.aegee.org/office) --> AEGEE Databases --> AEGEE Information Database --> for AEGEE members (click "by type") --> log in with your [aegee.org-account](http://aegee.org-account) --> Agora

**Alumni of your Antennae** – active members of your antenna are a treasure of information and a valuable source of specific knowledge about your local. Even when they retire, you may want to keep that knowledge available for your antenna. You may want to create a special mailing list or an address list to have the possibility of asking them anytime. Also meetings from time to time and invitations to events offer a contact possibility.

**Antenna Criteria** – to remain an AEGEE-Antenna and enjoy the benefits of the European Network, you

need to fulfil certain criteria, so called Antenna-criteria. You find them in the status of AEGEE, the CIA (Working Format Antenna Criteria). For any questions upon them, you may want to contact your Network Commissioner.

**Ask Neighbour-Antennae** – whatever the problem is, you might not be the only one facing it! Another valuable resource of information is the local Antenna in your surrounding. When they even speak the same language as you, why not calling them and ask directly?

**Calendar of Events** - it is the list of events which take place all over Europe. This list is available online ([www.aegee.org/events](http://www.aegee.org/events)) and accessible for everyone. The calendar is not static but is changing every time when an event is over or a new one is added. You may use it also to approach members personally and motivate them to travel. Own events from your Antennae can be set online easily while filling in all the needed data in the online form (left bar; "add an event"). It appears online when approved by the Secretary General of the Comité Directeur.

**CIA** – abbreviation for "Corpus Iuridicum AEGEEense". It represents the statutes of our organisation; basically it is a collection of rules which forms the framework for the functioning of AEGEE. Changes can take place at the General Assembly. The current CIA as well as past CIA is available online on our webpage.

**Database** – on [www.aegee.org/office](http://www.aegee.org/office) many documents and presentations are available for everyone. Due to the amount of information stored there it appears difficult to find something when you search for something specific. However, it can be fun and very interesting to spend some time simply on surfing and clicking through the sites!

**Former board members** – equal to former active members of your local, they can be a valuable source of information for your local Antenna!

**Fundraising** – material on fundraising can also be found in the database or in the members' manual. There is no working group dealing with the theme of fundraising, however, there is a mailing list available for everyone, namely, FR-L.

**Human Resources** – AEGEE's members are its most valuable resources. How to get members active and interested is a challenging task. Input and exchange on this theme take place on the mailing list called HR-L, material can be found in the database and the members' manual.

**Mailing lists** – Mailing lists support the network to stay in touch, to exchange information and provide a basis for discussion. Every mailing list serves a certain purpose. Everyone can subscribe or unsubscribe to them. A collection of open accessible mailing lists can be found at [www.aegEE.org](http://www.aegEE.org) "mailing list" in the top bar. To receive the main information about what the happenings are in AEGEE, a subscription to AEGEE-L is advised.

**Members Manual** – a valuable source of knowledge about AEGEE. It gives a good general overview about AEGEE. It is updated regularly by the Human Resources director of AEGEE-Europe and is available online at [www.aegEE.org/office](http://www.aegEE.org/office) --> left bar "Members Manual". Enjoy reading

**Network** – every AEGEE-Antenna is part of a big European network. This means that every member of a local can enjoy the benefits of this great international network: enjoying cheap and good events, meeting people from different cultures and much more. On the other hand every AEGEE-Antenna has duties too, like submitting a financial report, an activity report and an activity plan every year.

**Network Commission** – the body of AEGEE with various tasks but all located between the local and the European level of AEGEE. The NetCom takes care, for example, of weak locals, create new ones, provide information, initiates the organisation of NetWork Meetings and much more. Every one of the 11 Network Commissioners, elected by the Agora, takes care of a certain amount of Antennae, serving as a contact person for information. Webpage: [www.commissions.aegEE.org/netcom](http://www.commissions.aegEE.org/netcom)

**Projects in AEGEE** – AEGEE has many successful projects, like for example, the SU-project, AEGEE-

TV or the Year plan project "changing landscapes". Information and opportunities to get involved there are available on [www.aegEE.org](http://www.aegEE.org) --> projects. Also information about past projects can be found there. Maybe you'll get inspired for new projects?

**Publications** – in AEGEE, there are a lot of publications. Many Antennae provide their members with an own members magazine and also AEGEE-Europe provides its members with a couple of publications. Either you receive them via mail or during the Agora. Current as well as past publications can be found at [www.aegEE.org](http://www.aegEE.org) --> projects (bottom of the page). It is possible to join the editorial team of several publications!

**Public Relations** – creating a picture in peoples mind about AEGEE, explaining AEGEE to others, promoting your activities and your results towards your target group – this is all about public relations. Material and information can be found in the database or on the homepage of the Public Relations Working Group at [www.aegEE.org](http://www.aegEE.org) --> working groups.

**Strategic Plan** – strategic planning gives AEGEE a clear direction defined for three years. From its structure, first we find AEGEE's general aim and its field of action. The strategic plan is located below it, giving our association a clearer direction. Concrete actions then, however, are planned during the EBM each year and are called Action Agenda. Every body in AEGEE – projects, working groups, commissions, Antennae – need to support the strategic plan as good as possible.

**Trainings** – AEGEE has its own education system maintained by the AEGEE-Academy. A wide range of trainings takes place each year, open for every member and a great source of motivation and inspiration. Upcoming training events are listed in the calendar of events or on the homepage of the AEGEE-Academy at [www.aegEE-academy.org](http://www.aegEE-academy.org).

**Visa** – Visa is an issue in AEGEE. A working group called Visa Freedom Working Group is dealing with that theme, providing you with best practice examples, background information as well as facts and figures about Visa. More information about the VF WG is available in the WG-Booklet and of course on their homepage [www.aegEE.org](http://www.aegEE.org) --> working groups.



**Working Groups** – in AEGEE, you find thematic (Culture, International Politics, Education Human Rights, etc.) and supporting (IT, Public Relations) working groups. In total 11 working groups are active for AEGEE. They offer a platform for discussion and

exchange upon a specific topic for all members. Every working group provides an own homepage where you can find out more about them. Besides that, the new edition of the working group booklet gives you a valuable overview about all existing working groups.

**www.aegee.org**

– the address of AEGEE's homepage. Here you find all information and the database. Enjoy surfin'!

**calendar**

14.09.2008 Wien  
Youth Agenda 2009  
Y Vote 2009

01.10.2008 Aachen  
Autumn Agora Aachen 2008  
Visions for Europe

**quick search**

**Go**

Need more results?

**join aegee**

choose [country] city

**discussion**

Human Rights :: LGBT Rights  
Melvin Olonthe, 6.7.2008

Culture :: RE: Freedom of Speech  
Melvin Olonthe, 6.7.2008

**latest news**

**Mourning for Bronisław Geremek**  
AEGEE's patron Professor Bronisław Geremek passed away way to early. It is a great loss for Europe. We hope and wish that the generations he inspired will also act and achieve great things, exactly as he did. May he rest in peace. [\[more\]](#)

**featured project**

**Y Vote - 2nd newsletter**  
AEGEE's prestigious Y Vote project for the upcoming elections in 2009 is getting more and more concrete. The last achievements can be found in the current Y VOTE newsletter! [\[more\]](#)

**spotlight**

**Honorary member in press**  
Olivier Genkin - honorary member of AEGEE-Europe - was recognized in the German press as "business economist on tour". The article explains why he travelled through all 46 countries of Europe and of course his experience is linked to AEGEE. [\[more\]](#)

**press release**

**05.07.2008 - AEGEE's message for G8 leaders**  
**Youth Statement to the world's leaders**

We are participating in the development of strategies for a sustainable future and we promote a shift to a new lifestyle, where solidarity, more equality and acting advisedly are the only strategies guaranteeing that we will be able to live all together in this world of 21st century. [\[more\]](#) - [\[discussion\]](#)

**ask the cd**

The Comité Directeur invites the network regularly for a chat on particular issues. Announcements are made via AEGEE-L [\[chat\]](#)

**opinion poll**

Our general assembly - the Agora in Aachen - is going to take place in October. How do you (and your local) prepare this happening?

☐ I will be delegate and prepare/discuss beforehand within my local

☐ I will be delegate but will make decisions only on the spot

☐ I will be visitor and will support our delegates as much as possible

## The European Level- Come in and find out!

- Precious Information is closer than you think-

by Anne Hoffmann

### Don't be shy- Ask, Ask, Ask...

Need some information about PR, IT, Human Rights or anything else? Do you want to know how AEGEE Europe stays in contact with other organisations or how they support your local and your events? Don't hesitate to contact the AEGEE members who are active at European Level in order to gather the information you really need to make your work within AEGEE even more successful.

### Working Groups

There are eleven working groups on the European Level, which occupy themselves with different subjects. If you (or your local) have got a question concerning a certain topic, just contact one of the following working groups: Academy Working Group, Bobigosa Working Group, Cultural Working Group, Dance Working Group, Education Working Group, Environmental Working Group, Human Rights Working Group, International Politics Working Group, Information Technologies Working Group, Public Relations Working Group and the Visa Freedom Working Group. That's a broad spectrum, isn't it? This again proves the diversity of AEGEE, something which you can understand better as soon as you take the chance to ask when not every detail is clear. Each Working Group has a speaker, but all boards and members are willing to help locals with questions concerning their fields of action. You can find useful information on the websites of the Working Groups. This is also a good way of exchanging best practice. Just ask!! In order to get internal details of the Working Groups which may be relevant for your projects or local, you should consider subscribing to their mailing lists.

### European Projects

Education Unlimited! – Improving European Education, Sustaining our Future, AEGEE TV, Caucasus Project, EuroIslam, European Day of Languages, Summer University, YnterACT: Interesting names contain lively projects. If you have got any questions concerning a European Project, for example how you or your local can be involved and on which conditions, the best way is to contact the managers of

one of the eight project teams. Just go to the AEGEE website in order to find their contact details.

### The Commissions

The four commissions of AEGEE are able to inform you about some more "formal" things. The Network Commission is responsible for the AEGEE-locals: Founding new locals and solving problems. Additionally, they try to motivate the members. The Audit Commission is the right contact point if you have got questions concerning finances. If there is a crisis in your local, which we hope there is not ;), you can consult with the Members Commission. The Juridical Commission is dealing with the elections in Working Groups and during the AGORA- don't hesitate to ask them if you want to know something about voting.

### The Comité Directeur

The CD is responsible for keeping AEGEE running. In general, the nine members deal with administration, representation and contacts towards other institutions- if you have got questions about that, it is the best way to ask the CD. Every CD member has got his or her special tasks. For example internal communication and information, advertisements, information flow onto the network, archives, membership fees, grants or activity reports are subjects that do also affect AEGEE locals. On the [aegEE.org](http://aegEE.org) website you can find out which CD-member is responsible for your field of interest.

### There are lots of AEGEE- sources of European information for locals...Ask!

In a nutshell, there are lots of information sources on the European level. Just have a look at the AEGEE-Website to find the contact details of Working Groups, European projects, the Commissions or the Comité Directeur, for example in the AEGEE address book. Asking for details helps to improve the information flow between the local and European level. It can help you to improve your organisation, your next event, your projects, your publications, your style to deal with juridical or financial questions. Last but not least: Don't forget to ask ;)

## Resources

**AEGEE Working Groups:** <https://mail.aegee.org/wg/>

**European Projects:**  
<http://www.aegee.org/projects>

**ProjectsAddress Book:**  
[www.aegee.org/ab](http://www.aegee.org/ab)

**Comité Directeur:**  
<http://www.aegee.org/cd>





# Patisserie Academy

How Would You Like To Have Your Pie?

## the academy Human Resources Working Group

by Gülece Senel

Welcome to the Patisserie Academy!

Being founded in 1999, and having around 135 members, all of which are very experienced in AEGEE and in youth work, we offer special 'pies' for the younger generation of AEGEE. Here is a collage from the Patisserie Academy menu. Enjoy reading...

We look forward to welcome you on board soon...

### 1.Chocolate Pie: Local Training Course (LTC)

*'Everyone loves chocolate.'*

This is not only our motto, but also what statistics show. Chocolate pie: LTC is our most demanded product. Currently, we do not bake it ourselves; being the inventor of the recipe we gave franchising to the AEGEE locals. Every antenna offers its own chocolate pie (with an adjustment of the recipe to its own taste) every year to train its members. Only when they need support or trainers, they visit Patisserie Academy.

### 2.Apple Pie: European School 1 (ES1)

Have you ever heard the well-known saying "If an apple enters your stomach everyday, then, there is no need to see a doctor?" Thus, our apple pie is

crucial for the healthy functioning of your local. We offer it 2-3 times per year, sell it for 2-9 days and upload information about AEGEE, Event Orga-

nisation, Fund-Raising, Budgeting, Public Relations to each slice of apple on the pie. Our customers are generally AEGEE members, who want to learn more about running a branch of an NGO and experience the AEGEE spirit. We often get feedback from our customers that after they taste a piece of apple pie (participate in ES1), they want to become more active on the local and European level.



### 3. Pear Pie: European School 2 (ES2)

Think of a pear and imagine its shape: it gets thinner bottom to top. As its shape suggests, ES2 is for the ones who already have some experience at the local level (bottom) and want to get more active at the European level (top). It includes a focus on Project Development and Project Cycle Management, and this pie contributes to the development of soft skills such as time management, conflict resolution etc. We serve pear pie only for 8-9 days in every 1,5-2 years

es  
2

### 4. Pineapple Pie: Fund-Raising European School (FRES)

Generally everyone thinks that FR and financial management are the most challenging parts of local and project management. Our motto as Patisserie Academy is "FR is like peeling the shell of a pineapple; to taste the delicious fruit (get money), you need to get rid of the hard shell (attract stakeholders)." It might seem hard at first glance, but once you know the method, then, no need to worry. Our pineapple pie, sold only once per 2 years for 5-6 days, is waiting for you if you are interested in FR.

FR  
es



### 5. Cherry Pie: Public Relations European School 1 (PRES1)

This is a co-product of Patisserie Academy and PRWG. Being sold once per year and for 5-6 days, this pie presents PR basics to our customers interested in becoming PR enthusiasts at the local level. As how cherries with different dimensions symbolises unity on a pie, PRES1 shows how to put together various aspects of an AEGEE antenna and serves them in a harmony to attract stakeholders' attention...

PR  
es

### 6. Banana Pie: Public Relations European School 2 (PRES2)

Being another co-product of Patisserie Academy and PRWG, banana pie calls the ones, who are already experienced in PR at the local level and want to climb the stairs to become an amazing PR enthusiast at the European level. Served once in every 2 years for 5-6 days, PRES2 offers a delicious taste of PR Strategy, Lobbying, Networking, Media Planning, and Branding etc... Our customers report that with this pie, they learn how to cover the fruit with a lively shell, thus, make things more imPRESSive...

### 7. Pomegranate Pie: Training for Trainers (T4T)

A pomegranate consists of thousands of seeds; all come together under a red cover... In Armenian, Turkish and Greek cultures, it is considered as the symbol of fertility and abundance. The ones, who want to become trainers, deepen their knowledge on training techniques and develop personal competences (knowledge, skills and attitude), are fans of the pomegranate pie that is offered once per 2 years for 5-10 days. After they taste their pie, they learn how to filter their endless knowledge/ information (the thousands of seeds) and serve it as a whole (a pomegranate) to their trainees...

T4T

\*\*\*\*



Haven't found what you are looking for, such as ITES or SUPS?

Then, please visit the Patisserie ITWG or SUCT, who are responsible for these trainings. Our Patisserie only cooperates with them in case they need help.

And please, watch out for our special offers on **[www.aegEE-academy.org](http://www.aegEE-academy.org)**





## Training for trainers



# training for trainers BUCUREȘTI

by Violeta Joitoiu

The Training for Trainers, or just T4T, is an internal education event, which usually targets experienced AEGEE or non-AEGEE members. It is organised by the AEGEE-Academy and an antenna, and lasts for about 10 days.

The most recent T4T was called „The Training for Trainers of Young European Citizens” and took place in **Sinaia, Romania, between the 20th and 30th of July 2008**. AEGEE-Bucuresti had the chance to prove again its wonderful organisation skills, this time in one of Romania’s most charming mountain resorts – Sinaia.

The 7th edition of the Training for Trainers targeted experienced youth-workers, members of AEGEE and other youth organisations that were ready to support the learning process of other young Europeans in training courses organised by their NGOs. *Its aim was to train a new generation of trainers and facilitators capable to plan, develop, implement, lead and evaluate the trainings and meetings (i.e. statutory meetings, planning meetings, project development meetings) of AEGEE and other represented organisations in the upcoming 2 years.*

Participants could learn about themselves as learners, but also about training in the European Youth context, training design and evaluation, different training methodologies and methods, the training system of AEGEE and other European youth organisations. The training gathered participants from AEGEE, EPSA, ESTIEM, YFU, SENS, YEU and ESN, different youth organisations from all over Europe.

The training team was made of six experienced trainers: Julia Hoffmann, Patrick Hanckmann, Musa Akgul, Ann Daniels, Danijela Juric and Bruno An-

tonio. They were helped by two speakers: Vaggelis Monoguios and Parcifal van Overbeek. The whole team was lead by, almost a dinosaur in AEGEE, Radu Racareanu. Radu has been a member of AEGEE for many years, managed many events and was Speaker both of Public Relations Working Group and of AEGEE-Academy.

During the very busy 10 days, the future trainers learned about: role of training in European youth work and European voluntary organisations, learning styles and training styles, values and learning needs



## AEGEE Knowledge Transfer

of volunteers in European youth work, intercultural trainings and interpersonal communication (including verbal and non-verbal communication). They also planned their own training, delivered it, learned how to evaluate it and got the chance to improve their training skills with the help of the others participants' feedback. During the training practice, divided into groups, the participants had to prepare and implement a training session, including the design of a training concept with aim, objectives, methods etc., on different topics, such as: volunteerism, local organisation of trainings, conflicts in training, coaching vs. mentoring and motivation of participants.

Our future trainers were all very motivated and even sometimes skipped the evening programme to prepare their training practice. The training practices were very well implemented and participants used the different training methods which they had studied before.

During the whole training course, the participants contributed actively to the programme, shared their ideas and experiences. To make the participants learn and show different training methods, the trainers used a big variety of methods such as group discussions, role play, simulations, brainstorming, gold fish bowl etc. The amount of flipchart paper which was used for this T4T was amazing. Since the T4T was open not only for AEGEE-members, but also for members of other youth organisations, the participants and trainers gained from the different experiences, working styles, views and opinions.

All this benefit could not have come out of the training, without the wonderful organisation of AEGEE-Bucuresti. Irina Paraschivoiu lead her girls' team with endless passion and dedication, organising "the perfect training course". According to the participants, the organisers did not let the participants and trainers starve at all and because of the big amount of food and meat, some people even turned into "part-time" vegetarians.

No doubt that the learning process of becoming a trainer has just started. The participants designed their individual action plan and are now eager to put their gained knowledge into practice and to develop themselves as trainers further. The AEGEE-Academy expects new members and new active trainers for its European Schools.





## Knowledge transfer in the CD

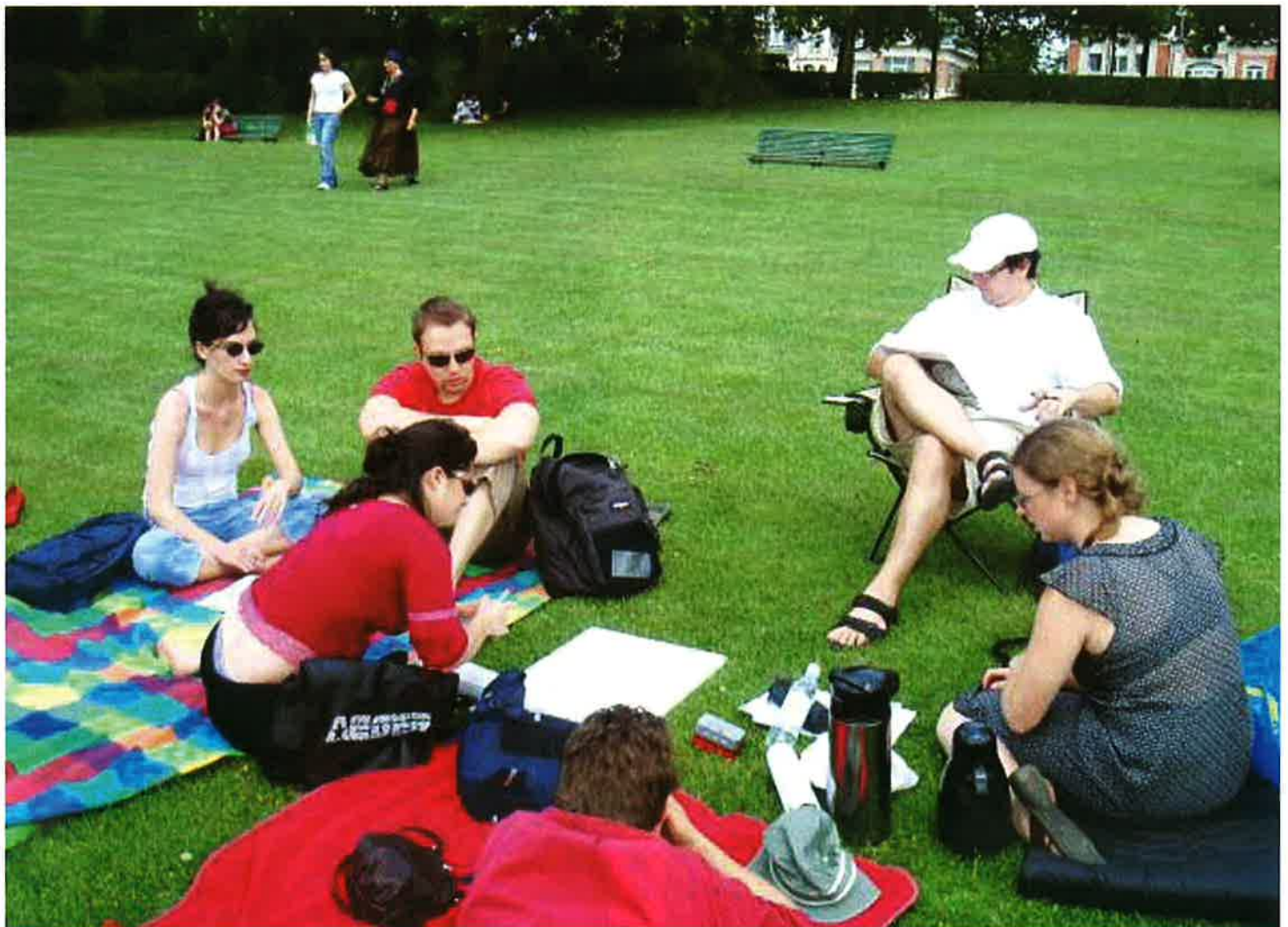
by Laure Onidi

"By an extraordinary sunny morning in Brussels, I left the house in Rue Nestor de Tière 15. After two years which I spent in this house, working constantly for AEGEE, it is finally time to leave it up to new people. I am convinced that the new generation of Comité Directeur (CD) members is now ready to take up the challenge awaiting them in the upcoming year."

This could be the first paragraph of my diary in one month's time. At the time being, it is still July and we are still waiting for the CD members to come to the

groups or even commissions. In order to prepare these people, there was always an individual knowledge transfer from the predecessors to the successors and also a general part of the knowledge to be shared in a team, to be able to work properly altogether.

This knowledge transfer had some weaknesses since our statutes did not specify how this should take place. That is why at the AGORA in Napoli the first step towards the news system was implemented. The new reform forced the leaving CD members to stay one month longer in Brussels and the new CD member to arrive at the house two weeks after the



house. This year in August will be the first time that we experience the new reform with the one-month period knowledge transfer.

Being a CD member is not an easy job, even if you have been active in the Network for a few years. Any task you have to deal with is quite different from what people usually do in project teams, working

AGORA, in order to ensure at least two weeks of knowledge transfer. The last reform was voted upon at the AGORA Valletta with a new cycle for the CD term, allowing people to continue their studies from 1st of September onwards.

The one month knowledge transfer period was



introduced in order to allow the new CD members to have more time to adapt to their new environment and to learn all the small things that might be needed. This year, we decided to divide this time between individual knowledge transfer where each predecessor and successor work together and a collective knowledge transfer. The principle of the last one is to make the CD elect present their task to the rest of the CD in order to create a discussion about how to deal with it and also to show that the tasks are interrelated and the help of everyone is needed. In the old format, the term was finishing either in late spring or in early autumn and did not fit the academic year. The advantage of the old structure allowed a knowledge transfer also during the whole term since half of the CD members were elected six months earlier and had a better knowledge of the functioning of the head office.



"Suddenly, passing the door of the front garden, I remember when I arrived in this house the first time. I was in Brussels for an internship with the project European Citizens' Initiative and I was invited for a Barbecue with other students' NGOs. That is when I discovered the life of a CD member and what it is all about to be elected in the European Board of Directors. I had the chance to live in the house as an assistant of the CD and learn a lot of useful things for my future life in AEGEE."

One form of the knowledge transfer can also be done in a non-formal way. There are not only CD members living in the house and working there. The



past years, we have also host a Job Shadowing Visitor several times a year, which allows members from different locals to come to Brussels for three weeks and learn about the tasks and the management in the house. Very often, we also have assistants who come to help the CD members for a few months. The assistant learnt a lot during this time. It frequently happened that some of the assistants applied for the CD afterwards. It is actually a principle that we like a lot on AEGEE: learning by doing.

For the past five months, the CD has hosting a European Volunteer. The European Volunteer Service is a programme of the European commission allowing any European Citizens to work and live abroad for a period of six months to one year and get a European experience. This year, Ilona is dealing with External Relations and helps us to contact companies and universities in order to develop our corporate partnerships. Since she arrived in March, she will bring a lot of continuity in the next team in Brussels. She already has a lot of experience and can support the new coming CD members in their work, especially in the field of Fund Raising. It ensures that the knowledge will not be gone after the first of September.

Unfortunately, as Nadine said there is a "silent or tacit knowledge however", which "is not as easy manageable. It consists of unconscious knowledge which is settled in the head of individuals." That is why we will never find a perfect system. We are a youth organisation and what we know, comes from our individual experiences and cannot be transmitted so easily. Fortunately, AEGEE is growing and developing solutions for this complex issue and it seems that we are on the right way!

## **"Every Pot Has A Cover."**

**Says Human Resources Workers of AEGEE  
Position-People Match-Makers on the Stage**

by Gülece Senel

Either you just became an AEGEE member or you have been searching for the "right" position to get more involved. Both of you want to show how a remarkable youth worker and AEGEE member you are and at the same time, develop new competences; but you don't know where to start... Then, this article is for you! Read and watch out the upcoming activities of HR workers! They are the most amazing "match-makers" ever. You will never return without something. They will open you the door of the impressive AEGEE world...

Being a 23 year-old international youth NGO in addition to having various bodies both at local and European levels, AEGEE has always depended on its human resources for its present and its future continuation. Its 15000 members in 232 antennae that are located in 43 Council of Europe countries form a prominent potential not only for AEGEE, but also for European youth work. Therefore, development of a feasible and reasonable "Human Resources Strategy" is of importance in our organisation.

AEGEE-Academy, having its fundamentals in the aim; sustaining AEGEE's human resources by training the next generations of the organisation and enabling its members to turn their ideas and visions into reality, was established in 1999 during AGORA-Barcelona and after signing the Convention d'Adhesion in 2004 (AGORA-Skopje), it officially became a Working Group of AEGEE. The Academy has been organizing various training courses such as European Schools (ES1, ES2, FRES, PRES, T4T...) according to the needs of AEGEE, to develop and strengthen the human resources of the organisation and to simulate the motivation of its members. Through these trainings, the Academy not only supports the personal development of AEGEE members but also give them a chance to find their place in the organisation and the youth work.

Approaching to its 10th anniversary, the Academy saw a need for a change in its strategy for a better management of AEGEE's human resources. During their meeting in Mainz in July 2007, the Academy board, after long discussions, introduced a brand new concept of "Human Resources (HR) Workers."





These HR Workers were expected to be in charge of matching the AEGEE members, who are looking for new opportunities to take one step further with the open positions in AEGEE. They would work in close cooperation with the Academy, especially the Human Resources Manager in the board and HR Director in the CD. The following two Academy boards also put this at the top of the priority list for their term. In the meetings in Enschede (December 2007) and Berlin (July 2008), at the end of another long discussions, the Academy came up with concrete steps for putting the idea of HR workers in action. Without losing time, an open call for HR workers were published and some opinions were mentioned for the future to be developed and implemented by the HR workers. In the meantime, the already established HR database was improved. August 2008 was the application and evaluation period and the calendar pointed September, while the HR workers were ready to get into action!

By the time you are reading this article, the HR workers already hit the road. They are the faces behind the yellow-pages, where open positions are announced. They are the match-makers and career consultants in AEGEE for its members that want to find out the "position of their dreams."

And their slogan is charming:

*"Every pot has a cover."*

( [www.aegEE-academy.org](http://www.aegEE-academy.org)

For HR Database: <http://www.aegEE-academy.org/hrdb.php>)





## Bottling Visions into old Wine: the Statutory Meetings Make Over

by Alexianne Galea

Standing still, a glass half full of rich red wine...  
Thinking that after two decades, we can sit and stare...

There's a plenary half-empty taking place and at a distance, flocks of AEGEE members running about in one city...

This was the scenario that culminated at Autumn Agora Napoli 2006 where despite the statutory reform taking place with the replacement of the two Planning Meetings into a single European Boards' Meeting, additional changes were still needed. Above all, the dire necessity was to instil a new culture based on vision, substance and idealism that changes substantially the internal structure of our Statutory Meetings. That was the motif behind my candidature as Chairperson and at a distance of two-years the changes implemented have been several.

Initially, the EBM was all about the Strategic Plan of AEGEE-Europe, exclusive meetings between European bodies and a series of long and short workshops yet the idea of an Action Agenda was introduced following statutory reform. Nonetheless, in order to maximise efficiency, there was considerable work to be done internally. In truth, space was given for an open dialogue on general interest issues which generate substantial discussions named the *Network Affairs Session*. In addition, the road leading to the Action Agenda is now consisting of the *Round Table Discussions* designed as a preliminary platform for the European level bodies like Working Groups, Project Teams and Commissions and continue further with the Action Meetings whose facilitators are former active members of our association – thus, blending the old and the new, together looking forward to a prospective future and culminate in a Plenary Debate. Workshops have been retained yet the subject-themes tackled are more focused and related to the core of what is AEGEE. All in all, EBM Delft 2008 which implemented all these changes went well with the participants following an overwhelming positive feedback received in the post-EBM Survey.

As regards the Agora, launching effective changes is tougher particularly since by Statutes, there are a number of functions that need to take place during an Agora. In an effort to start having a more struc-



tural Agora that revolves more around substance than function, the main concept remained to restore drive and vision. This was done by the re-organisation of the space usually allocated to workshops. In fact, time has been reserved to the *Progress Meetings* geared to gather the contribution of all Agora participants on specific themes of major relevance to the entire association as well as *Training Meetings* which are conducted by corporate partners of AEGEE as well as European Institutions, thus aiming to provide tools and know-how not only for the well-being of the antennae but also for the prospective personal future of the members, hence giving a professional touch to our association and to the members. Naturally, the *Workshops* were retained as these represent the thematic development of AEGEE. Overall, this new scheme of living an Agora has received noteworthy acclaim especially at Spring Agora Ljubljana 2008 where it was implemented fully.

Further changes are in the pipeline for Autumn Ago-









## Youth in Action: Diplomat apprentices in the European Parliament in Strasbourg

by Kristina Schroelkamp

Today's youth only cares about alcohol, parties and flirting? Well, I do not totally disagree with this assumption, but I know for certain of at least 120 young Europeans whose interests greatly surpass these aspects. Today's youth is not interested in politics? Well, 100 participants and 20 organizers from 23

different countries proved this wrong. They all came together because they ARE interested in politics. And they wanted to learn more. That's what MEU – Model European Union – 2008 was about: understanding the decision-making process of the EU, discussing the future of the member states and overcoming prejudices by multicultural dialogue.

Participants from all over Europe came to Strasbourg at the end of May for one week of professionalism, politics and parties. The second edition of MEU took place, once again, in the buildings of the European Parliament and was organized by an informal group, consisting of AEGEE members from Augsburg, Heidelberg, Osnabrück, Timisoara and Tübingen and of members of JEF Osnabrück, who were responsible for most of the planning process. The event was constantly threatened, but with a lot of work and

enthusiasm, we could finally receive our motivated participants.

For three days, the participants took over the roles of members of the Parliament, ministers of the member states, journalists and lobbyists. They discussed a directive on prohibiting alcohol advertising and another one on patent-protected drugs. Heated debates, informal meetings and secret lobbying led to a final

common position of the Parliament and the Council. Three different daily newspapers kept the young diplomats updated about the developments and rumours in the political world.

The following days were reserved for workshops about the future of Europe. Quo vadis EU-Russia? Do we need a European army? Peace through enlargement?

Those were some

of the topics discussed. Finally, the participants got the chance to explore possibilities to get active in the field of European integration and cultural exchange. MEU 2008 was a success: almost a third of the participants declared to be interested in organising a third edition next year. Hopefully, in 2009, we will once again see groups of young Europeans, neatly dressed, absorbed in their roles as diplomat apprentices hurrying through the corridors of the European Parliament



## CST Brussels: "We are different but belong together"

by Laure Onidi

From the 18th to 24th May 2008, 30 young people from 14 different countries gathered in Brussels to attend a training on active citizenship and project management. This event was designed in order to make young people interact together and work on common topics and, in the future, on common projects.

During the week, the Comité Directeur members forgot about their administrative and daily tasks and focused on this event. As one of the organizers, I have to say that it was very exciting to be active again in the field and having the pleasure to welcome AEGEE members in the European Capital and show them the institutions and the environment we usually deal with as European board.

Participants had the opportunity to interview people in the street about their identity. Since Brussels is a multicultural city with a lot of foreigners, either coming because of the European Institutions or because of the usual immigration waves, it was particularly interesting to analyze the different answers. Little by little the participants were introduced with the world of the Institutions; they met Dan Luca (former PR Director of AEGEE-Europe) from EurActiv who gave them a big picture of the "Networking" and "Lobbying" world of Brussels. They had a long discussion with Diego Pinto, the Secretary General of the Youth Forum about the work of the platform in general and in particular how youth organization can have a voice and influ-

ence the society. They also had a presentation of the Youth in Action programme made by the Education Audiovisual and Culture Executive agency. Finally, Orsolya Balogh guided us through the European Parliament. All of this helped the participants to understand the influence of projects carried out by AEGEE, even on local level. Of course, an event would not be complete without the leisure part and the social programme. The participants had the opportunity to discover Ghant and a few places in Brussels, even the famous pub Delirium with more than 250 kinds of beers. The last day, the participants enjoyed a nice barbecue, and the European Night was hosted at the CD house.

At the end of the week, after going through a few steps with our trainers, the participants had developed ideas for projects and presented them to the CD house as well as their guests. Among the projects, a group had the idea of a mobility mission to meet the embassies of different countries in Armenia and talk with them about the visa problems, especially in the context of youth work. Other groups had different approaches to the active citizenship and planned to promote volunteering work in some countries or to encourage people to go to vote. Some had a more specific project about the difficulties faced in Belarus and the registration problem of NGOs there.







## „Overcoming Borders – Promoting Mutual Respect“

**A Conflict Handling Training Course.  
Passau, May 18th till 25th 2008**

by Prisca Merz

Europe – a space without borders?!? This is the dream we have and the vision AEGEE is fighting for. But in the past we had to experience quite often that also inside Europe conflicts can escalate. Keeping this in mind we decided to organize “Overcoming Borders – Promoting Mutual Respect”, a conflict handling training course aiming at the promotion of non-violent solutions for conflicts. That’s why 23 young people from 16 European countries spent one week in Passau to broaden their knowledge about conflicts and especially non-violent solution methods. Three professional trainers, Ann Daniels from Belgium, Aleksander Weisner from Serbia and Başak Tuzun from Turkey, conducted the training course. After some theoretical instruction about non-formal education and different kinds and triggers of conflict, the participants started a group work that extended for several days. The goal of the group work was a negotiation that took place at the end of the course, where the groups had to fight for their position and their point of view. During this negotiation they could also employ the negotiation tools they had learned before. Another highlight of the training course was the Round

Table Discussion “Give your Piece to Peace” that took place in the University of Passau, which addressed the way how fair elections and respect for Human Rights can contribute to peace. This discussion was open also for university students. Mr. Jakob Preuss, a German election observer with working experience in many former Soviet Union countries, but also in other regions, such as the Republic of Congo, and Miss Jenny Lundström, Human Rights Officer of Global Human Rights Defence, a NGO that deals mainly with minorities’ and women’s rights, contributed with their knowledge and experience.

The training was a great success as most of the participants were satisfied with the organization and will hopefully use the knowledge gained in future. As Mark from Malta said: “What I learned here in Passau applies to everyday life. It helps me to identify sources of conflicts and better understand them.” Prisca Merz, AEGEE-Passau  
PHOTOS: conflict handling organisers bag.jpg, conflict handling – participants at work.jpg, caonflict handling – participants discussion.jpg, conflict handling – participants in circle.jpg, conflict handling .





## Noah's Ark: Welcome On Board...

by Gülece Senel & Astrid Schrader

What, if we had started being multipliers in the youth field before AEGEE? What, if we had known the energy, enthusiasm and learning outcomes of European Youth Work some years before?

During a board meeting in Istanbul in May 2007, the Education Working Group (EWG) Board 2007/2008 discussed all these questions. Fuelling young multipliers at an early age and making them realise the magical benefits of non-formal education; this was the story to be told...

How to make youngsters that are not even AEGEE members interested in the issues like active citizenship or non-formal education? How to reach them and which framework should be followed while approaching? What could build a creative link between

active citizenship, youth leadership and cultural diversity?

Any training for high school students needed to be special and thanks to some amazing brainstorming methods such as turning upside down a lot of furniture, throwing cushions and sprinkling everyone with salt or other indefinable substances etc. a sparkling idea popped out of nowhere: using the legend of Noah as a metaphor for leadership and intercultural understanding! We would assemble high school graduates from all over Europe, active youngsters that are on the verge of university, those who are young leaders already, and give them a full training on a boat and a Greek island on active citizenship, youth leadership and intercultural learning!

Following a lot of contact making within and outside the AEGEE network, the training took shape:



***"Noah's Ark: Training on Active Citizenship, Leadership and Intercultural Learning"***, targeting youngsters aged between 15-19 that would take place in Athens and a nearby island, Paros on 20-28 August 2008. Long MSN and Skype meetings, daily emails on budgets or grant applications followed. An amazing rush of trainers' applications (50 trainers for 3 places) and crazy feedback from schools and other partner organisations that cooperated with the team kept up the motivation for months... From the very first moment, everyone was applauding the initiative taken by AEGEE, EWG and the Noah's Ark team. Moreover, even before realising the training, we were getting questions about when the next issue will be....

Being granted by the Youth in Action Programme of the European Commission, the Noah's Ark was organised by the EWG in cooperation with AEGEE-Europe and AEGEE-Athens. Whilst the positive reactions seemed to continue also in the upcoming years, the Ark took off on 20th August 2008... 21

high school students from Turkey to Germany, Romania to Spain and to Poland, 5 trainers; *Gülece Şenel* (AEGEE-Ankara), *Maarika Merirand* (AEGEE-Tartu), *Radu Seuche* (National Organisation of Romanian Scouts), *Daniel Martins* (freelance trainer) and *Sophie Bruno* (freelance trainers) and local organisers from AEGEE-Athens (coordinated by *Miriam Vythoulka*)... And a programme that included elements of Forum Theatre, Leadership Trainings, intercultural learning and project management for youth leaders based on the method of experiential learning... Beach parties, social programme, cooking Noah's dessert (Ashura)...

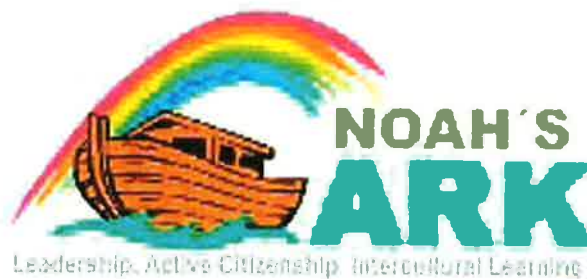
Before leaving Athens on 28th August, like the youth workers, who heard about the project, all participants applauded the ones that developed and implemented this project; trainers, local organisers and the Noah's Ark team: Astrid Schrader (EWG Speaker 2007), Tjasa Toni (EWG Human Resources 2007), Gülece Şenel (Noah's Ark Manager, Academy Board Ljubljana-Aachen), Anita Bosneva (Noah's Ark Fund-

raising, European Institutions Director 2008-2009), Alexandra Tomescu (EWG Speaker 2008), Arif Cem Gündoğan (Noah's Ark PR, Ex-CD) as well as the Comité Directeur (Agora Eskişehir 2007- Agora Ljubljana 2008).

We are looking forward to great results in the coming years... Maybe next time, you will be on the boat, who knows...

For more information about the training and results, here is our website:

**[www.joinnoahsark.org](http://www.joinnoahsark.org)**



## AEGEE sustaining our (and your) Future!

by Martien van Gool

Some of the main issues of our time are the way our environment develops and shortage of the resources needed to sustain and improve our societies. As you might know AEGEE chose to combine its strengths in active citizenship, cultural exchange, higher education and peace and stability (the four pillars) into the flagship of 2008-2009: Sustaining our Future!

### So, what is this flagship project "Sustaining our Future" about?

Shortly said, Sustaining our Future (SuFu) wants to involve sustainability in our lives, to improve our living environments everywhere in Europe and make sure we and the next generations have a good future. We are already experiencing the effects of (for example) the shortage of resources, so we might as well influence the way it is dealt with.

We focus on the social and environmental factors of sustainability. This is what we can do with AEGEE, and this is where it mainly affects our lives. All AEGEE's pillars are connected to the problems, and

we are using these strengths of our organisation to create a fresh view. To name a few: our experiences with Cultural Exchange allow us to see, compare and learn from problems and solutions in different European countries; Higher Education connects us to new research and allows us to influence the academical society. And of course we need to strive for peaceful resolutions of problems that arise from uneven distribution and needs of oil, water, etc.

We want everyone to be able to form their own opinion, and we try to learn from the ways problems are dealt with in other countries. After all, if you have the information, you can better form a better opinion. We raise understanding of the problems, encourage people to take action in their communities and promote sustainable living solutions. We are an organisation with members who see and travel a lot, as organisation we have an impact on environment and society, so we better use it for the best. Most of all we want to involve people in a way that connects. Our activities need to be useful, relevant, and most of all have a certain level of fun. Nobody supports a cause that is boring and only telling you what to do or don't, and quite frankly this wouldn't fit with AEGEE either.



## Activities

In April we have organised the Youth Solar Days in Brussels, together with the European Photovoltaic Industry Association. This was an international youth conference aiming to provide insight in renewable ways of energy production and consumption, with special focus on solar energy as well as the energy impact on future generations. About forty students from all over Europe came together in Brussels, making it a great success.

The official SuFu kick off was the European Day of Environment (EDE). Local actions were organised around World Environment Day, in more than 20 cities in Europe. Great actions were organised: bi-cycling around Berlin, the GREENolution by AEGEE-Ljubljana, a conference in Tekikrag, the unFair lunch in Nijmegen, workshops in Wien, hiking by Athina, Nis, Rodos and much, much more. The activities ranged from quite small to rather big, but all give attention to the social, economical and environmental aspects of sustainability, and how we young people can take a lead in preserving our common future.

Another success was the conference "Changing Climate: Changing People?" by AEGEE-Aachen together with EGEA (the European geography students association). We had a great time with interesting workshop and discussions, international and interdisciplinary teamwork and at the visit of the UN we got a great insight in the activities of the United Nations in this area.

Another thing we wouldn't want to keep from you is that SuFu initiated the signing of the Countdown 2010 declaration ([www.countdown2010.net](http://www.countdown2010.net)) to support biodiversity and the quality of human well-being, a crucial element in sustaining the social, economic and spiritual dimension of all societies worldwide. This will help us to better achieve our shared goals and get exposure for our actions.

## What actions will there be in the near future?

A lot of activities are coming up! I can't give a full list, as it is constantly updated and changing, as all good projects are ;-)

But to give you a short preview: in Köln there will be a pre-event to the Aachen AGORA (about the urban and social living environment), a major think tank is going to be organised this winter in Brussel, we will give a workshop at the major congress of world leading environmental organisation IUCN (which takes place once every four years), we're planning a study visit to Scandinavia, a new EDE, and much, much more.

Check our website [www.aegEE.org/sustaining](http://www.aegEE.org/sustaining) for the agenda and most recent information.

If you want to join where the action is, learn more about Sustaining our Future, or if you are interested in organising something yourself: don't hesitate to contact us. There will be chances enough to join existing activities, participate with your local in actions like the next European Day of Environment and we

### *Aims and Objectives:*

*Aim 1: Raise understanding of the importance of sustainable development among European youth and their communities at large, for their lives and future.*

- *Objective 1: Inform European youth, through the members of our organisation, about the cultural, social and natural aspects influencing their living environment.*

*Aim 2: Encourage European youth to join and contribute to the dialogues and decisions on sustainable future of European societies.*

- *Objective 2: Acquire and promote information, guidelines and best practices aiming to more sustainable resources' management and lifestyles.*

*Aim 3: Act on and promote alternative and sustainable living solutions for personal and social environmental responsibility.*

- *Objective 3: make more sustainable ways of travelling available, visible and attractive for European youth.*
- *Objective 4: reduce the ecological impact of our organisation and share the experience as practical example for other youth organisations.*



## The Inspiring Fairytale of the Sun

by Gülece Senel

Manager of the „Understanding Europe“-Project



"Once upon a time, there were..."

If you want to read such kind of a fairytale, then, please, go back to your children's books; because our fairytale is not past-oriented, but rather every following sentence is an inspiration for tomorrow... Moreover, rather than telling 'superficial' happenings, this fairytale consists of 'real' moments, whose accumulation made dreams come true...

You must be curious what I am talking about. Today, I am your fairytale-teller and will guide you in your long travel from etymology to best practices in youth work, from the sunrise to the sunset, from Turkey to Europe... Through this journey, you will meet enthusiasm, team-work, laughs and success. If you are looking deep enough, you will also recognize tears, challenges, all of which were soon over. However, at

first glance, you will see the thousands of young people that wave hand to you; "Welcome to the Fairytale of the Sun!"

Our first stop is etymological roots of words. Now, we are at 'Asia', meaning the '**sunrise**' and will travel to 'Europe', which refers to the '**sunset**' in Aramaic. Did you realise how complementary these two words are? But for the moment, let us continue our way...

May 2005: Dear guests, do you see the eagerness in the eyes of AEGEE-Ankara members? Being geographically located in Asia Minor, they want to discover the colours of the sunset (Europe). October 2005: New people join them and then, they are ready for the three-year long "**Understanding Europe Pro-**



**ject (UEP)"** Look, how passionate and excited they are while discussing how to proceed! They are the heroes of the *'Inspiring Fairytale of the Sun...'*

In this fairytale, there are many young people; all belong to different backgrounds, all are students, and volunteers. They gather together under a big aim: *"to understand and then, explain the Sunset (Europe) to high school students around Turkey"*. In the meantime, *"to train them as active citizens, who make up their own choices and decide for themselves, while keeping an eye on the society they live in..."*

From October 2005 to July 2007... Here, you see the long discussions, preparations, and then, the realisation of five respective 'big steps': **Seminars on Europe, Training for Trainers, Mobile Trainings** in 7 geographical regions of Turkey (Ankara, Istanbul, İzmir, Antalya, Diyarbakır, Erzurum, Sam-

sun), a 5 days-long **Summer Camp** – which is the first active citizenship training for high schools students in Turkey- and, finally, a **visit of the capital of the EU, Brussels**, the European Institutions and the headquarters of NGOs.

All of these five steps were challenging; but as you notice in the eyes of both the project team and the participants of local mobile trainings, nation-wide summer camp, and international representation of the UEP at the 'Sunset', success and development (at personal and societal levels) are the sole remains of the difficult moments...

**More than 20 project members & 1.500 participants, 7 cities, 22 high-schools, more than 10.000 km travelling, 3.500 e-mails, several meetings, and a brand new project...** Please, look at your right and left, these are all on our way.



3 October 2007, European Parliament: Can we please stop for a second here? A project team member is discussing the upcoming reception of the UEP with Vural Öger, a Member of European Parliament (MEP).

Again preparations, and finally May 14, 2008; European Parliament, Brussels... Welcome to the Closing Ceremony of the UEP. Project members, AEGEEans from all over Europe, MEPs, media and government representatives; all are listening to the project manager. She proudly presents their project and the outcomes:

*"This is the fairytale of a group of young people, who tried to be the change they want to see in the world, and create a better future for their younger peers. A fairytale, that began in where the sun rises and are ending here, in Brussels, the location of the sun set... An endeavour of understanding 'the other (Europe)', while reshaping 'the self (Turkey)', and a mutual explaining process..."*

Let's applaud the **Understanding Europe Project team** and **AEGEE-Ankara** with the crowd in the Parliament for taking a brave step and turning the needle of the youth work compass in Turkey and in AEGEE for the first time to high school students, inspiring new projects such as Noah's Ark and YOUrope needs YOU, in addition to being a 'best practices example' in the youth field...

Dear Guests,

As you see, the UEP is more than a success in the past, but an inspiration for future... Did you now recognise how complementary the sunrise (Asia) and the sunset (Europe) are?

We end our journey here, at the intersection of these two. Thank you for reading and contributing to the Inspiring Fairytale of the Sun...

~The End~

([www.aegEE-ankara.org/uepg](http://www.aegEE-ankara.org/uepg))

## AEGEE-Europe - Y Vote 2009 Campaign

by Ildikó Ferencsik

*AEGEE-Europe has taken up the initiative to organize a series of activities all around Europe in the occasion of the upcoming European Parliamentary Elections. The project "Y Vote 2009 - European Youth Choice" aims to open the eyes of youngsters living in different member states and having different political backgrounds towards the importance of the European Union and the democratic ideas of a common vision for the future of the EU.*

### Y Vote – what?

The original idea of creating a project to encourage and empower young people to vote during the EP elections 2009, occurred to Dragan Stojanovski one year ago. His dream took off very fast since starting April 2008 more and more AEGEE-locals joined the Y Vote convention, with members of the European coordination team, national managers and main organizers being selected.

During the 10 months of Europe-wide campaigning, a series of large-scale activities from conferences to stadium, campus actions will be held in 12 cities and smaller actions in all of the 27 EU member states. Each activity is designed by the coordination team to challenge political ignorance and indifference among young people between the ages of 18 and 22, since these first time voters are usually not aware of the fact that making informed choices can have huge positive impacts on their personal lives as well. We believe that International Youth NGOs, like AEGEE, can use their network for informing them.

### Y Vote – how?

The campaign will cover ten thematic fields. Each month will be dedicated to one topic and diverse programs will be held in different member states of the European Union. By the end of the project the document "Youth Agenda 2009" will be created. It will contain the views and suggestions of hundreds of young Y-Vote-Convention participants, coming from different cultural, political and social backgrounds, considering the youth participation in democratic decision making and related matters concerning their lives. We are pleased to have the support of more than 40 members of the Europe-

an Parliament, among them Jacek Saryusz Wolski (Chairman of the Committee on Foreign Affairs), Mechild Rothe (Vice-President of European Parliament) and Martin Schultz (Chairman of PES).

The project starts with a launching convention, hosted by AEGEE-Wien, in September 2008 where the base of Youth Agenda 2009 will be laid. Besides sharing their ideas, the 40 participants of this conference will have the chance to hear Marie Panayotopoulos-Cassitou, member of the European Parliament and a great advocate for giving youngsters a say in European Youth policy making along with other three distinguished members of the European Parliament.

During the upcoming conventions our participants, besides getting a deeper view on the topic of the event, will have the possibility to visit institutions such as national parliaments or the Vienna office of the United Nations, in order to have a deeper insight into the functioning of these institutions. In addition to this the social programs will lighten up our AEGEE-spirit.

### Y Vote – who?

Y Vote 2009 coordinaton team

- Cezary Szczepaniuk (AEGEE-Lublin)
- Ildikó Ferencsik (AEGEE-Budapest)
- Jurrien Bakker ( AEGEE-Eindhoven)
- Thijs de Wolff (AEGEE- Utrecht)
- Veronika Braun ( AEGEE-Passau)







#### Y Vote - where?

- **Youth Agenda 2009 - Launching Convention**  
AEGEE-Wien, September 14 - 21, 2008
- **Y Vote on Multilingualism**  
AEGEE-Ljubljana, November 7 - 14, 2008
- **Y Vote on Citizenship**  
AEGEE-Groningen, December 6 - 13, 2008
- **Y Vote on EU and the World**  
AEGEE-Poznan, January 9 - 15, 2009
- **Y Vote on Jobs and Mobility**  
AEGEE-Bologna, February 1 - 7, 2009
- **Y Vote on Creativity**  
AEGEE-Munich, February 21 - 27, 2009
- **Y Vote on Knowledge and Employment**  
AEGEE-Riga, March 18 - 24, 2009
- **Y Vote on Education**  
AEGEE-Budapest, April 2009
- **Y Vote on Regionalism**  
AEGEE-Porto, April 2009
- **Y Vote on EU Social Model**  
AEGEE-Sofia, May 2009
- **Y Vote on Environment**  
AEGEE-Cologne, May 2009
- **European Youth Choice 2009 - Final Convention**

## YOUrope needs YOU! - how to start a project in AEGEE

by Verena Schmidt

When someone asked you what you'd change in AEGEE, which project you'd want to add, what would your answer be?

For some AEGEE members, this question popped up during their pre-case for European School 2 in Oviedo, which took place in January 2008. After some

MSN meetings, we had the idea of teaching Europe at school. This idea is for sure not new in AEGEE – it was already realised with the projects of Noah's Ark and Understanding Europe. However, we wanted to realise it not only in one country, but throughout the whole of Europe.

We also had a rough idea how this could be imple-

## AEGEE Projects and Past Events

mented, and presented this idea to the other participants of ES2 during the training course. Already during the presentation, some others found interest in the project, and joined the pre-case group in the actual case study group of the training. Here, the new members added their ideas, and the founding parents also had some improvements in mind already.

This ES2 group, getting infected with a boost of motivation, did not stop working on the case once the training was over. Moreover, this was only the starting point for many more MSN meetings, a project meeting in Utrecht just before the EBM in which we had the chance to present our project to the network, as the Academy was kindly enough to get a workshop slot for us. Thank you guys!

The EBM workshop was another great motivation for all of us, as we could see there was a lot of interest and support for the project in the network, as more people were convinced that high school students were not taught enough about Europe at school nowadays. However, information on and knowledge about a topic are needed to be motivated and interested to become active in this field, which is the aim of this project: to empower high school students to become active as European citizens.

For our project development meeting in Passau in April, we invited some other interested AEGEE members to give their input and to share their ideas with us. Afterwards, they did not lose their interest, remained active in our team, and even took up jobs in the core team. The virus was spreading throughout the network...

The Agora was the perfect place for our mission: to



become more visible to the network. So we had a workshop and were visible also in the plenary.

However, developing a project of AEGEE is not only about making it better known within the network, you also have to work on the content. This is what we did in between our meetings.

There were tasks like organising trainings for AEGEE members who are interested in organising the project on the local level, developing packages we could distribute to the organising locals to help them organise the project. Partner organisations had to be found, not only for synergy effects but also to learn from them. Meetings were held to organise the team and to know what others are doing. AEGEE bodies were contacted for help. People were informed about the project and motivated to either join the core team, to organise the project on the local level, or to organise one of the trainings.

These packages include information about Europe and the EU, but also suggestions how to run interactive lessons, as well as information for the students about what they can do, how to become active, ways to go abroad, and sources for more information.

In August 2008, the project took the next step: the training development meeting took place in which we shaped the content of the trainings, which will take place



in October 2008 in Leiden and Passau, but will be repeated each spring and autumn, as the project is supposed to be a long-term, timely, ongoing project.

Once AEGEE members are trained and prepared for going to local schools, the project can finally start on the local level: local AEGEE members go to schools, to teach students aged 15-18 about Europe in interactive lessons, to help the high school students in organising actions for schools to get a multiplier effect in those schools, and to introduce the project's online platform to the students. This website summarizes a lot of information about international exchanges, projects for high school students and shows other ways to go abroad. Additionally, it facilitates an exchange of the ideas between high school students of different schools in various countries.

Once informed about Europe and the chances they have to get active in Europe, we assume that some of the students will be motivated and enabled to keep active in this field and become active citizens of Europe, who dare to live in another country for some time, who are open-minded, and who can motivate others to follow.





## Who is who in the Comité Directeur?

by Dinara Ismaylova

Last spring in Ljubljana a new Comité Directeur was elected. I believe that every AEGEE-member is interested to know more about the newly elected CD members. Of course, some of us already know them in person. However in this article I would like to outline some interesting facts about the new CD members that you might not know. The aim of this article is to introduce the new CD members, thus making them closer to other AEGEE members.

In order to outline «who is who» I will introduce you our new CD members.



**Evren Erdener**, 28 years old, AEGEE-Ankara member. In AEGEE since 2001. Position in the CD: Secretary General. On European level for the 2007-

2008 term he was in the board of two Working groups: Visa Freedom WG As Secretary and Culture WG as Treasurer. He was in the Network Commission in 2003-2004. On Local level some of his experiences are: 2007-Coordinator for Exchange Project Group, 2007-Organiser for Erasmus festival with AEGEE-Ankara and Turkish National Agency, 2004-SU Project Team, etc. Evren has Bachelor of Arts degree in Philosophy and Social Sciences and plans to have a graduate programme on European Studies. Evren is an amateur Latin Dancer and Jazz Musician, plays some Tenor Sax, likes literature and Italian Culture and is interested in Amateur photography.



**Tena Prelec**, 22, AEGEE-Trieste member. In AEGEE for 1,5 years - since 2007. Position in the CD: Network and HR-responsible. Tena took an ac-

tive part in all the statutory events, lead 2 workshops. Participated in various seminars, conferences and other events, including a conference about mobility by the YFJ and a training course by the CoE. Has a degree in translation studies and plans to continue her studies after the CD term. Tena's life priority is "to Live and Love" (love meaning devoting energy to the things and persons she cares about, and AEGEE is both). Tena's hobbies include: music (guitar playing and singing), getting lost in good books and art galleries, wearing bright colors and odd clothes, finding out etymological peculiarities, having interesting talks with good friends and with complete strangers, playing sports, especially in the open, in the nature, and travelling.



**Robin Verschuren**, 21, AEGEE-Leuven member. In AEGEE since 2005. Position in the CD: External Relations, FR and PR — responsible.

Participated in many AEGEE-events: Agoras, EBMs, 2 Summer Universities, European School 1 Passau, etc. Does a bachelor programme in Political Science, which will probably be followed by a Master in Management. Robin's life priorities are: be happy, use her strengths to make difference in the world, and explore everything there is to explore. Robin's hobbies are camping, being outdoors, reading, travelling, going to museums, cycling, yoga, handcrafting (making clothes, jewelry), developing her IT skills especially graphic design, bar hopping with friends, cooking, talking politics. An interesting fact about Robin: she learned how to cycle at 2.5 years old, only 1 year after she learned to walk.



**Percin Imrek**, 21, AEGEE-Cannakale member. In AEGEE since 2005. Position in the CD: Projects Director. Participated almost in every



type of AEGEE event: LTCs, NWMs, AGORAs, EBMs, SUs and so forth. Worked as the PR, Vice President and the President for his local in the past. Participated in 6 AGORAs consecutively after AGORA-Izmir, 2 EBMs, NWMs, SUs, was a trainer in PRES1 and participated in many other AEGEE-events. Graduated in 2008 from Western Languages and Literatures and English Teaching department. Percin's hobbies are swimming, riding, travelling, meeting new people and getting lost. An interesting fact about Percin: people say that he does not look like Turkish at all, but he is 100% Turkish.



**Dragan Stojanovski**, 24, AEGEE-Nis member. In AEGEE since 2006. Position in the CD: President. Used to be AEGEE Europe Projects

Director since November 2007. Worked in AEGEE-Nis on one big initiative on higher education reform. Co-organized different AEGEE-events, Summer University and two European Day of Languages seminars. Won the support of Serbian President and Government as well as from the European Commission, Council of Europe and UNESCO. As an AEGEE President he has an ambitious plan and an enthusiastic new team to accomplish it. He plans to work in 3 directions: to make administrative work more professional, projects management more efficient and thematic work more visible. Dragan is finishing a Master's Degree in Computer Science. He has considerable working experience in big companies in the field of Business Intelligence. Dragan is interested in architecture, design and conceptual art, music, sad and depressing movies, reading books, watching Formula 1 and ski-jumping on TV. QUOTE: "Prepare yourself for a year of changes as I strongly believe that to improve is to change and to be perfect is to change often."



**Anita Bosneva**. AEGEE-Sofia member. In AEGEE since 2006. Position in the CD: European Institutions Director. Anita used to be the dream

delegate - always participating in all plenaries, prytania, afternoon sessions, etc. She became part of EDUN team, participated in the Team Developing Meeting for the SuFu flagship project. Anita studies International Relations and works as an expert for the „National Agency for Evaluation and Accreditation“. Anita's life priorities are love, piece and harmony, and hobbies are books, Japanese Animation, Aikido. An interesting fact about Anita: she loves shooting a gun. ;) QUOTE: "AEGEE has given me so much for the past two years; it shaped me as a person more or less."



**Yvonne van den Berg**, 20, AEGEE-Leiden member. In AEGEE since 2005. Position in the CD: Financial Director. Participated in the Summer Univer-

sity in Latvia and other events. Via AEGEE she had to go to the OECD Forum recently, and mostly Audit Meetings and Statutory Meetings. Yvonne studies tax and general law. There are a lot of important things in her life. Some of them are: love, play, friendship, AEGEE (which combines in itself the first three). Yvonne's hobbies are: playing tennis, sailing, skiing, snowboarding, horseback riding, traveling, reading and having a socially acceptable amount of alcohol. QUOTE: "My motivation to be an AEGEE member is based on my love for traveling and cultural exchange, and also finance."

## Rain Drops Washing Away Conflicts in AEGEE

*"Hold Me, Kiss Me, Hug Me, HEAL Me..."*

by Gülece Senel

My dear friend,

It is raining here... A few seconds ago, a lightening knocked the door of the past and there, you were standing... I thought of you, me and about our organisation, AEGEE. Our achievements, success and sincere laughs came to my mind first; I felt the sun behind the grey colours... Then, I touched something warm; the ashes that remained a bit warm until now. The past reminded me that these were the left-over of the conflicts I faced during my AEGEE life... Suddenly, another lightening took my attention to a study I recently made on the Conflict Management Intervention System Design for AEGEE... Shall I tell you about it?

Let me quote you some parts from my study, maybe they will attract your attention...

A conflict occurs when at least one of the parties perceives a threat to his/her own needs, core values and interests. One can say that "where there is more than one human being, there exist conflicts." This phrase is also true for AEGEE...

For this study, 6 experienced members, all holding a leader position in different bodies of AEGEE, were interviewed. They were asked 18 questions about their experiences of conflicts in AEGEE. The aim was to find out the characteristics of the organizational conflicts in AEGEE and to design a Conflict Management Intervention System. Interviews were made via internet, either by e-mails or MSN chats and answers were analysed in terms of the source, the types (task-related or process related), the involved parties (interpersonal, intra-group, inter-group, or between AEGEE and outside world), and the resolution method (for ex: use of a mediator). Moreover, the interviewees were requested to tell if they previously had a training on Conflict Management before and whether they implemented what they learned in their daily lives. This study also assessed the expectations of the interviewees from an effective Conflict Management Intervention System Design for AEGEE and any special

role they attributed to any of the AEGEE bodies during conflict escalation and reconciliation processes.

My dear friend, while continuing reading, please keep in mind that as all others, this study has some limitations as well... But for now, I shall proceed...

### Positive Aspects of AEGEE:

The common things that people are happy with are the multicultural environment AEGEE has, team-work and achieving something at the end of a lot of efforts. Moreover, they all value intercultural learning.

### Downsides of AEGEE:

They find lack of communication, lack of trust, lack of appreciation and in some cases, the free-rider problem as downsides of AEGEE. In this respect, they expect open-mindedness, tolerance, in addition to constructive attitudes and commitment as solutions.

### Sources of Conflicts:

The reported conflicts are related either to lack of trust or lack of appreciation. Additionally, everyone considered the intercultural medium as a reason for conflicts. This shows that working in intercultural environments, even though being aware of cultural differences, becomes very difficult, especially if the one is involved in the work emotionally.

### Conflicting Parties:

2 among 6 cases were between two different bodies in AEGEE, whereas the remaining were between people in the same team.

### Types of Conflicts:

5 of the interviewees reported task-related conflicts (disagreements among group members about what should be reached at the end). Only one of them told about a process-related conflict, which refers to disagreements about responsibility and task division.



### Resolution Methods:

The conflicts were solved either by inter-personal communication or were left unsolved and interviewees stressed that unsolved conflicts reappeared in time.

### Perception of Conflict Management Systems in AEGEE:

The interviewees were asked whether there already exists a conflict management tool in or AEGEE. Despite these people were among most experienced and knowledgeable members, they did not have a consensus on if AEGEE has a tool for conflict management or not. Furthermore, even though all of them attended trainings in which there was a session on conflict management, none of them think that it was very useful in daily life. In conflict situations, they preferred using their own experience („I was mostly using my experience from real life.“ said one...)

### Expectations from a Conflict Management System Design for AEGEE:

All interviewees agreed that in resolution of conflicts, all related parties should be involved, and in case there is a need for a third party intervention, this should be done by an impartial person; but at the same time, an AEGEE-member, who knows what is going on.

What do you think my dear friend? Do your own experiences/ opinions fit in these categories? Let me tell you more as I really find four other important results striking:

1. Although these people are experienced enough to know the bodies and functions of AEGEE, when they were asked if a conflict management tool in AEGEE exists, except one of them, no one mentioned Members Commission or Juridical Commission or Network Commission. This shows that either these bodies are not very effective or their functions are not well-known by the members.
2. In the Comité Directeur, there is a person who is responsible for Human Resources. However, no one attributed a role to him in conflict management processes.
3. Despite all of them attended a training that includes a session on conflict management, neither of them found it useful. Thus, the effectiveness of these sessions in AEGEE trainings is low.

4. All of the interviewees chose to solve the conflicts through communication between conflicting parties. Third party intervention is considered as the final option and in such a case; an insider (an AEGEE member) is preferred. However, being an AEGEE member is not considered as enough, the person is expected to be from the same body (such as from the same Working Group/ Antenna/ Project Team). This might be a sign of the lack of trust and communication between bodies within AEGEE. Interesting, isn't it? Are you curious about the Conflict Management System Design I came up with? Here we go...

- a. A better task definition for the Members Commission, Juridical Commission and Network Commission and explaining the roles of these to the members. Controlling if these bodies function effectively or not.
- b. Giving the Human Resources Director a more active role in organisational conflicts in the CD.
- c. As the training sessions on conflict management seem to be ineffective, the AEGEE-Academy should re-design the internal education. A more practice-based session on conflict management can be implemented.

Do you think of something more to be addressed for managing or resolving conflicts? Something more related to the "core values" of people? Something you or me or any other AEGEE member felt before? Just look! It is very obvious, right there! Can you see now? Yes, it is where all these rain drops come from; **the lack of appreciation...** A famous Turkish poet, Behçet Necatigil once wrote in his poem;

### "Among the Beloveds" (1976)\*

You postponed love to tomorrow  
Timid, hesitant, respectful.  
All your acquaintances  
Got to know you different.

Because of endless work  
(You would not want it to happen this way)  
Even though just a gaze was enough to tell everything  
All the emotions filling your heart  
Stayed in your heart.

You were expecting large times  
It was unpleasant to tell about a love in short times  
You could not imagine that

The years would pass in a rush.

In your secret garden  
There were blooming flowers  
At the nights and alone  
You found it few to give  
Or you did not have time...

Don't we really postpone our appreciations to tomorrow? We usually complain when someone neglects how much we work for AEGEE and does not consider our need to be appreciated. However, we only expect everyone to understand this main requirement; we never tell anyone that we wait to hear some good words. We are also blind, especially when it comes to see what others are telling through their silence or delinquency...

My dear friend, my last suggestion for the Conflict

Management Intervention System Design for AEGEE is something that announces the beginning of a new epoch that will reduce conflicts and create a better environment between all of us. Curious?

I propose ***"establishing mechanisms to appreciate people's efforts with a card, or a call, via making interviews with these people and publishing these on European-widely distributed AEGEE magazines, through e-mails or messages... Even a sincere smile is often enough, when a heartfelt "THANK YOU" follows that..."***

Tomorrow is late, while the flowers in our secret garden are blooming today and the rain drops can wash away all the conflicts now...

Best Wishes...





## „What was your greatest experience in AEGEE „

by Anne Hoffmann

### Rebeka Breznik, AEGEE-Maribor:



So, what is my greatest experience?

For sure i would have to say that the best was the time i spent on local activities and organizing events in my local. I

become a part of very creative group of friends that encouraged me to put the best out of me and combine it into team work. I'm really grateful for that, and all the crazy-partying, well organized, not sleeping, international events i was till now with them.



### Simon Zaugg, AEGEE-Fribourg, 24:

Hello, my name is Simon (the left one) and I'm from AEGEE-Fribourg. The pic-

ture was taken at the very hot Summer University in Ankara ,07. We travelled from Ankara to the south-western coast of Turkey with about 30 other crazy AEGEE-people. Contacts all over Europe and commemorations of great experiences... That's AEGEE!



### Agata Kaczmarek, AEGEE-Torun, 24:

I have participated in organising a few projects such as Network Meeting and ITES. It was nice meeting so many people as I was Incoming

Responsible for these events.

### Jorge Reis, AEGEE-Porto-Invicta, 27:

The help that friends I've meet through AEGEE gave me when I needed the most. I will never forget that. Also, receiving the email that I was accepted at PREST - Augsburg. It was the



kick start to go for the European Level of AEGEE.

### Cornelia Friedhoff, AEGEE-Passau, 20:



„My greatest experience in AEGEE is to realise during every event how the „AEGEE - spirit“, caused by the „AEGEE - virus“, is really able to overcome borders and to create mutual respect. Therefore my last events, LTC, ES1 and Spring Agora Ljubljana, became wonderful and very impressive.“

### Maria Karl, AEGEE-Augsburg, 23:

„My greatest experience within AEGEE was the Agora in Napoli. It was my first event on European level and it was very interesting for me, to get familiar with all the diffe-



rent and widespread AEGEE-habits. One of these habits, I didn't know at that time, was stealing the flags from other locals. While we did some kind of foto-shooting for our homepage (see attached foto), several locals tried to steal our flag (besides: we were NOT naked, although everybody thought so). Finally Bart from AEGEE-Nijmegen made it. In the end, we organised an exchange between our locals and there I really got to know the AEGEE-spirit, which keeps me active since that day.“

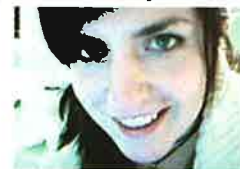
### Sabrina Ehmann, AEGEE-Passau, 21:



„To receive on my birthday a little mail announcing that I've been accepted to ES 1 in Enschede. First and best AEGEE-birthday present ever ;)“

### Jeanette Hänseroth, AEGEE-Osnabrück, 22:

„Discover the ukrainian back-country, cities and politics with a fantastic group of people.“



### Miriam Vythoulka, AEGEE-Athina:

For me, the greatest experience was the "volunteer summer university" in Zaragoza which took place in three small Spanish villages with 200 villagers to have fun with them.

When we arrived at the first village, all kids jumped up to us and hugged us, even though we had a small problem of communication cause many of us didn't know Spanish.

I was really impressed by the villagers. They had their house's door always open for us, to cook our traditional foods and for everything else we needed.

At the end, i was sure. It doesn't matter where to go. If you have nice people around you, the fun is guaranteed. We still have communication each other... one day i will go again!!



## The ultimate Quiz: Test your knowledge about AEGEE

by Anne Hoffmann

**1. How many countries belong to the European Union?**

Answer: 27 countries.

**2. Which member of AEGEE travelled all European countries and was mentioned in the media in summer 2008?**

Answer: Olivier Genkin.

**3. How many steps are there to reach the CD's office?**

Answer: 15 Steps.

**4. What does AEGEE mean?**

Answer: Association des États Généraux des Étudiants de l'Europe.

**5. How many European countries belong to AEGEE?**

Answer: 43 countries.

**6. From which antenna is our ex-president Laure Onidi a member?**

Answer: AEGEE-Köln and AEGEE-Toulouse

**7. How many members does the CD have?**

Answer: (up to) 7 members.

**8. When and where was AEGEE founded?**

Answer: 1985 in Paris.

**9. How many AEGEE working groups are there?**

Answer: 11 Working Groups.

**10. Where is the Head Office of AEGEE located?**

Answer: Brussels. Rue Nestor de Tièrre 15.

**11. How many stars are on the European Flag?**

Answer: 12 stars.

**12. How is the annual report of AEGEE called?**

Answer: Key to Europe.

**13. When did the last enlargement of the EU take place?**

Answer: 1st of January 2007.

**14. Which event will take place from 4th until 9th of November 2008 in Kraków and from 6th until 9th November 2008 in Konstanz?**

Answer: "Model of the European Union".

**15. Where does the European Parliament have its Head Office?**

Answer: Strasbourg.

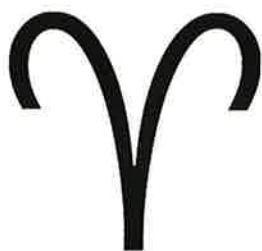
**16. What colour does the CD star have on the European map of the AEGEE website?**

Answer: Red.



## Dr. Love Horoscope

This time Dr. Love's advice for you comes in form of a horoscope! Enjoy reading!



**ARIES:** yes yes, you are the lucky ones; you are the ones who are good in many things in life, but at some point, although you are so charismatic, you manage to screw up everything due to your ego or your impulsions! Calm

down! It's time to use all your good energy and your qualifications for reaching your aims!

**AEGEE:** If you feel it is time to concentrate and reach your aims then start a project in AEGEE, you can offer a lot in our organization if you decide it! Your strict character and your smartness could be quite valuable for the work of the Juridical Commission.

**Love:** 2008 is not only the right year to find a lover from another country but also from another religion! Go for it!



**TAURUS:** 2008 is the year for changes for you! Until November you have enough time for thoughts, and then it's time to act! But be careful: have in mind that the small things make you happy in this life....

**AEGEE:** the message is clear! In the fall Agora 2008 you have to change project, commission and antennae if it is possible! You are so practical, so patient, so calm and... so conservative that you would be the perfect treasurer! By the way, you have the perfect horoscope for gardening...what about going to the CD house to take care of the nice garden?

**Love:** You are this passionate person who would dance this passionate tango under the full moon whispering to his/her lover "you are mine". You are romantic and passionate and the moment you realize that your lover doesn't belong only to you, you suffer...for this reason be careful with the AEGEE relationships! The AEGEE parties play no tango and the AEGEE lovers might forget you in the middle of the night...



**GEMINI:** This year something strange is happening to you... You have focused a lot on becoming a better person and you look for the philosophy of life! The difficulties you faced in the beginning of the year shouldn't disappoint you because the real

success will come now!

**AEGEE:** If you ran for a position in the Agora in Ljubljana and you were not elected you have to candidate again in Aachen as the success is coming now! However you have to check if your communication skills and your will to travel a lot fit with your first decision. The post of the Network Commissioner would fit you a lot...

**Love:** You flirt here, you flirt there... The more AEGEE events you visit, the more love experience you have...You have charisma in words so please don't say things you don't feel because although you say more than you feel not all the people are like you....



**CANCER:** How can I say to a sensitive person like you that this year was simple awful and I don't really see big improvement... Someone else would say...all the shit you had to face

is a great learning experience and makes you more mature but I would say "take the situation in your hands and change your destiny because you will have more problems!" Please don't commit suicide because there is something positive as well! This year you will have success in your professional life.

**AEGEE:** A sensitive person with such a big feeling of social responsibility like you would be the right person to join the flagship project "Sustaining our future". Dedicate your time, your great memory, your good will and your sensitiveness in a team!

**Love:** In AEGEE you can have the chance to experience a romantic night next to a river and explore the magic of love far from the routine of your city during an AEGEE event. My advice would be to live everything to the maximum because you deserve it... Often you victimize yourself and you see the dark side of the moon; it's time to take for yourself what you deserve.



LEO: my dear Leo, you spent enough time on improving yourself in the first half of the year! I understand that you are in one of the most important and interesting periods of your life organizing yourself but it's time to enjoy the work you did! Leave the stress about the future aside and use your creativity

and your enthusiasm for flying to the sky!

AEGEE: Leo is born to be a leader! The king of the animals is capable to organize and motivate a big team! You want to be always on the spot and you would do anything for this. I could see you even as a candidate for the presidency of AEGEE-Europe and I would wish good luck to your competitors because you are a hard case and you can be quite mean in reaching your aim.

Love: You are looking for a person that you admire as capable and bright as you. Then you know where to find this person. Go directly to the CD house and choose one of the CD members!



VIRGO: This autumn a nice pink cloud will come to pick you up and drive you where you were all this time dreaming. Full of optimism and enthusiasm you will leave aside any sense of risk and you will prove who you are.

AEGEE: I will not be long. The issue is clear. You are the right secretary, always organized and you never feel the complex of having an assisting and not a leading role!

Love: You are in a very romantic period of your life and this is going to affect your love experiences and your mood generally. My advice is just to be relaxed because your organized character and the sense of purity that you always want to feel can freak out your partner easily.



LIBRA: Your situation has confused me a lot. The stars show that this year is quite positive for you and you think that everything goes against you, you are complaining all day long and you think that your personal life is in a crisis! You are always angry, jealous and sad...

AEGEE: If you are angry and sad because Dragan is the president of AEGEE-Europe and not you just remember that you didn't candidate! You have reached a moment of paranoia so please relax and realize that it is not your luck, it is just you! You are a creative and artistic personality that you could offer a lot to the publications of AEGEE-Europe! Think of it!

Love: You are in love with love! Sometimes you don't realize with whom you have started the relationship or with whom you flirted because you are just happy you did it! If this makes you happy, the only thing I have to do is to shut up!

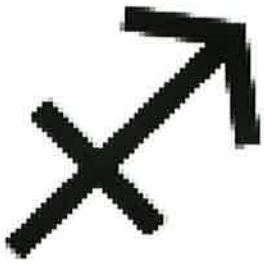


SCORPIO: My dear mysterious Scorpios, this semester is going to be positive for your personal, professional and social life. It's time for refreshment in personal level. This time of the year you will focus a lot on your relationships.

AEGEE: What characterizes you not only in your relationships but in all fields is passion. AEGEE can gain a lot from a passionate person like you; it doesn't matter if you are just an active member in the local level or a project team member. Having in mind your special relation with discipline I would tell you to go for the Members Commission! Just don't start deleting all the antennae!

LOVE: Passion, passion, passion! Continue like that! Just be careful because sometimes you are more jealous than you should!





**SAGITTARIUS:** This year you seem extremely independent, free, charming... It's time to start making plans to think of your future. My advice is not to dare to make changes or to take decisions that will affect your life!

**AEGEE:** You are the person who always tries to learn more and who feels like passing this knowledge to the others. You are definitely the right person for the Academy. Not only your knowledge is valuable but your idealism and your passion for improvement as well!

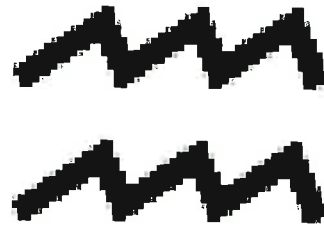
**LOVE:** You are a person who doesn't look only for a nice body but a person with spirit and knowledge! Even when you just want to have an affair in a party you are the person who would first spend 2 hours speaking and then acting!



**CAPRICORN:** 2008 is a very special year for you. It's the year you will become extremely focused inwards while looking back to the past. Your character, your whole personality will change!

**AEGEE:** You are the person who starts as a simple member and you don't leave AEGEE if you are not on the top of a board or a project or even AEGEE. You are an extremely responsible person and this can be quite positive for AEGEE. You were born to be part of a board starting as a board member and ending up as a president.

**LOVE:** ok... your case is not always normal! You have the nice beautiful girl or handsome guy waiting for you in the party and you stay in the staff meeting! And after the staff meeting you have to check msn and e-mails! You are good in keeping distant relationships through msn as you can still work at the same time!

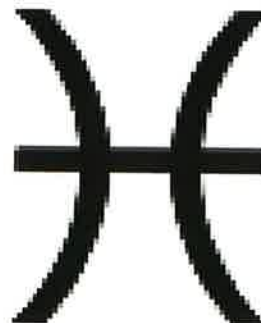


**AQUARIUS:** The "Indiana Jones" of the year! In 2008 at some point you feel like starring in an adventure film! You reverse everything around you and you want people to

feel it! Calm down please!

**AEGEE:** You are a lot about the other people! I could see you in Africa offering voluntary work for the benefit of the society! I think Human Rights Working Group needs you!

**LOVE:** You have a problem with timing! At some point the Summer University passes and the last night, the moment that you say goodbye to the rest of the people you realize that you like very much this participant who was writing you love letters since the beginning of the SU.



**PISCES:** It's time to show who you really are! What you had inside you until now this year will come out. This year is quite positive for you and you shouldn't be afraid for anything!

**AEGEE:** You were born to be an artist but at some point you never choose this as your profession! In AEGEE you can express yourself either in the Dance Working Group that you should thank god they didn't delete it, or in a project like Performing Arts Summer School, Movie festival etc.

**LOVE:** You are this person that gets hurt easily in AEGEE. Every time you meet somebody you think that you found the prince/princess of your life. Then you just take off the pink glasses and you realize that the prince/princess is far from and not actually what you really thought... Be careful!



Anne Hoffmann

Anne, 23, student of European Studies, member of AEGEE-Osnabrück, and the PRWG.



Dinara Izmaylova

Dinara, 22, AEGEE-Moskva, is member of AEGEE since January 2008, but already participated actively in many events, especially on the local level, and took an active part in organizing Summer and Winter Universities as well as exchanges of all kinds.



Violeta Joitoiu is active member since April 2005 in AEGEE Bucuresti, she has been

a Project Counsellor in the local board and SU coordinator. On the European level, she is active in the PRWG as Board Member and Secretary since Nov. 2005.



Nadine Karbach (Contact person from Public Relations Working Group)

Nadine discovered AEGEE in spring 2005 and became active right away. First as vice-president of her local board AEGEE-Mainz/Wiesbaden, then in charge of PR for the European project, "Find Europe". Currently, she is active in the board of the Public Relations WG, enjoying the speaker position for the second term.



Verena Schmidt

Verena became member of AEGEE-Tübingen in October 2006, and soon discovered the European level when she joined the Environmental Working Group board in June 2007. Now she is involved in AEGEE publications and the Human Rights Working Group.



Laure Onidi (Contact person from the Comité Directeur)

Laure, AEGEE-Toulouse and AEGEE-Köln, almost 26, has spent two years in the CD: first as Projects Director, followed by another year as President of AEGEE Europe.



Gülece Senel

Gülece Senel got involved in AEGEE in 2005 and since then, she has been active. She is the manager of the Understanding Europe Project as well as the Noah's Ark. Currently; she also enjoys being the Communication Manager in the Academy Board



Maria Nomikou

Maria is from AEGEE-Athina, studying theatre, trainer (ES2 Oviedo, PRES2 Athina), PR responsible of the Turkish-Greek civic dialogue.

#### **Further Editors:**

Alexiannne Galea (AEGEE-Valletta) - Chairlady of Statutory events

Ildikó Ferencsik (AEGEE-Budapest) - Y Vote Team member

Kristina Schroelkamp (AEGEE-Tübingen) - Member of the organising Team MEU 2008

Tena Prelec (AEGEE-Trieste) - Member of the Comité Directeur

Prisca Merz (AEGEE-Passau) - Member of the organising team of the conflict handling training

Martien van Gool (AEGEE-Nijmegen) - Project manager „Sustaining our Future“

**Great thanks to all editors who contributed to this edition of the NB 2008!**



## NOTES

„ Got inspired for an article, an event or a project?  
Here is some space for you to express your ideas, to take  
notes and draw your thoughts! Enjoy dreamin'!

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# NEWS BULLETIN



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