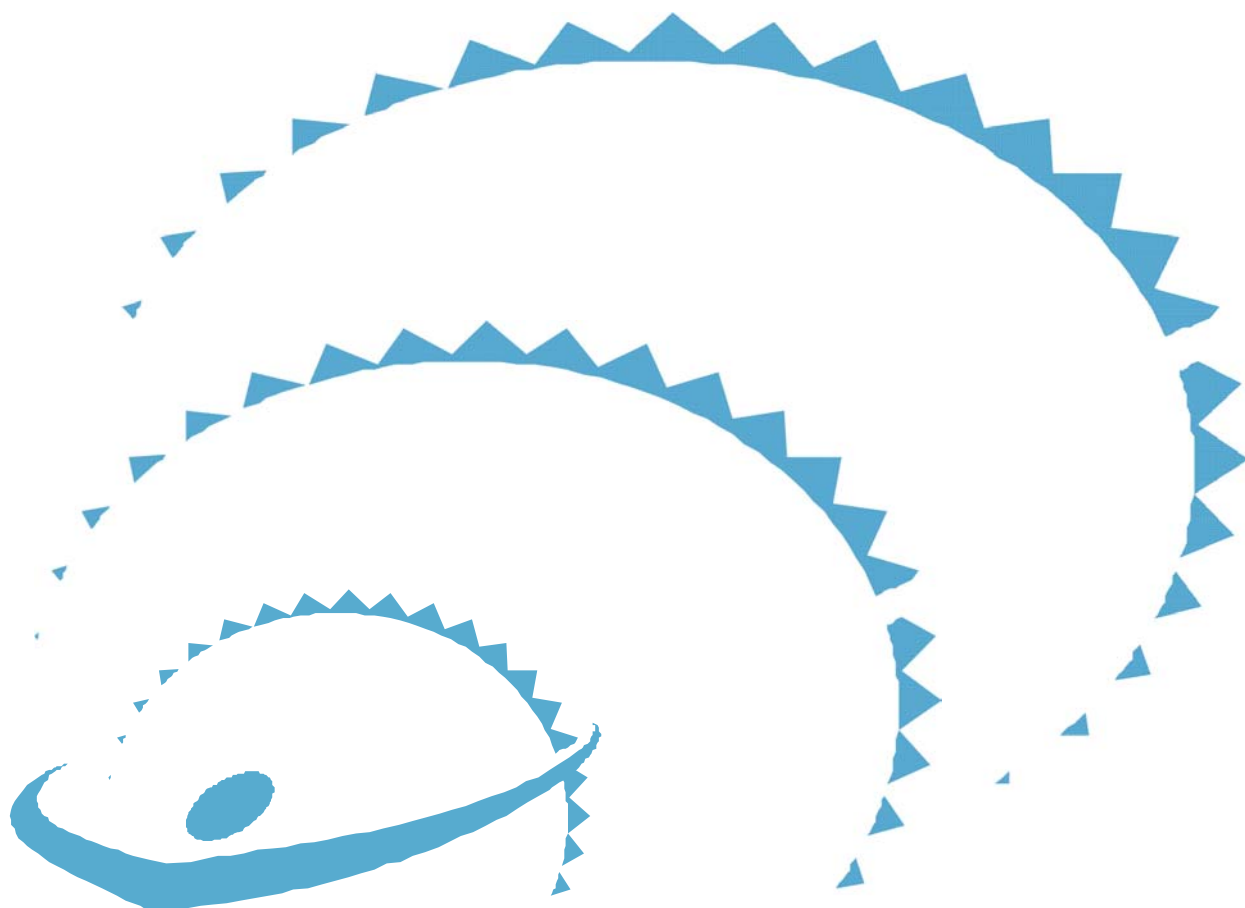


**Motto:**  
IT'S TIME TO BE DIFFERENT!  
Noble Deeds are Not For Money

# Annual Report 2007



# PROVOBIS

CENTRUL NATIONAL DE VOLUNTARIAT

---

**Pro Vobis National Volunteer Center**  
Str. Rene Descartes No. 6 Cluj-Napoca 400486 Romania  
Tel/Fax: 0040 264 412897 Mobile: 0040 755 045105  
E-mail: provobis@provobis.ro Web: www.provobis.ro



## About Us

### Mission:

Pro Vobis National Volunteer Center exists to promote and develop volunteerism as a viable and irreplaceable resource in solving the problems the Romanian society is now facing.

### Vision:

**Our vision** is that of a Romanian society in which each and every person contributes voluntarily to the development of the community one lives in either by offering one's time, knowledge, energy, skills, talents or experience or by supporting financially the voluntary initiatives within the community. We dream of a society where the volunteer involvement for the community benefit represents a valued and accepted part of one's life, in harmony with other engagements to family, education, work, and recreation.

### Values:

Pro Vobis National Volunteer Center, through its members, volunteers and employees \*respects and militates for equal rights for all people without discrimination, \*promotes active involvement in community life and \*believes in the unlimited ability of each community member to participate in solving the community problems. All Pro Vobis initiatives are guided by core principles such as \*nondiscrimination, \*fair treatment, \*transparency, \*efficiency, \*professionalism, \*lifelong learning, \*focusing on the needs and interests of the clients and beneficiaries, \*respect for the laws and \*social responsibility.

### Lines of Action:

- (1) Services for the promotion of the concept and practice of volunteering in Romania.
- (2) Services for the development of the infrastructure that supports the volunteer movement in Romania:
  - (a) *Services for established Volunteer Centers;*
  - (b) *Services for the organizations/institutions/groups interested in setting up volunteer centers as independent organizations, as departments or programs.*



## Objectives and Activities for 2007 - 2009

The aim of our work in 2007 focused on mainstreaming volunteering in Romania according to our three years strategy. . To achieve our aim, we pursued the achievement of the following goals:

**Goal 1:** Increased recognition and support for volunteering

**Goal 2:** Improved networking among volunteer involving organizations

**Goal 3:** Improved media relations

**Goal 4:** Developed infrastructure for volunteering

## Specific Objectives

**01:** to achieve recognition of volunteerism as a viable resource for local problem solving and support for volunteerism by central and local governments

**02:** to facilitate an improved implementation of the existing legal framework supporting volunteer involvement in various fields (social, environmental protection, education, civil protection etc.)

**03:** to strengthen the networks of volunteer involving organizations and improve the collaboration among themselves and with other relevant national and international stakeholders of the volunteer movement (companies, public institutions, international organizations, governments at all levels)

**04:** to improve the volunteer management processes performed by volunteer involving organizations in Romania through training and consultancy

**05:** to increase the amount, diversity, and coverage of volunteerism related activities by media

**06:** to facilitate direct involvement of media professionals in volunteerism activities/events

**07:** to position Pro Vobis and its partnership with the National Network of Volunteer Centers at the national level as knowledgeable and reliable entities with proven capacity to provide quality services related to volunteerism development in the newly created context following Romania's accession into the European Union

**08:** to strengthen Pro Vobis in its organizational capacity to work for the achievement of the proposed objectives

# Goal 1:

## Increased recognition and support for volunteering

**01:** to achieve recognition of volunteerism as a viable resource for local problem solving and support for volunteerism by central and local governments

**02:** to facilitate an improved implementation of the existing legal framework supporting volunteer involvement in various fields (social, environmental protection, education, civil protection etc.)

### Conduct research on the state of volunteering in Romania

Pro Vobis contracted a research center affiliated with the Babes-Bolyai University in Cluj-Napoca to conduct a national research regarding the state of volunteering in Romania; the research was conducted from May till July 2007; the data base became available in September 2007; a full report will be available in March 2008; preliminary results show that the overwhelming majority of volunteers in Romania are young and the most effective recruitment strategy is the word-of-mouth facilitated by the existing volunteers.



### Study visit to Hungary

In September 2007 Pro Vobis team organized a study visit in Hungary at the National Volunteer Center based in Budapest. Three of Pro Vobis staff attended the visit: Cristina Rigman, executive director, Mirona Oreian, network coordinator, and Carmen Colceag, communications manager. Discussions were focused on three main issues: research on volunteering and use of results in the current activities of the national volunteer center, local volunteer centers network services and management issues, financial developments following the EU integration of Hungary and lessons and advice for Pro Vobis in the light of similar trends to be expected in the future.

### Study visit in the Netherlands

As part of a two years twinning project Pro Vobis implements in partnership with the Dutch Center for Social development MOVISIE (organization that resulted through the merge of the former National Volunteer Center CIVIQ and other three organizations) the Pro Vobis team participated in October 2007 in a study visit in the Netherlands.

Three representatives of Pro Vobis and three representatives of the local volunteer centers attended the visit. The most enlightening finding of the visit was to discover how similar the volunteer centers in the Netherlands and the volunteer centers in Romania work. The level of development though is very different and the amount of support local governments provide is extraordinary.



## Launch of Bucharest Office of Pro Vobis and pilot Bucharest Local Volunteer Center

To improve its capacity to network at the national level and connect with the national authorities in Bucharest, Pro Vobis opened an office in Bucharest where the newly recruited communications officer Carmen Colceag is based. In addition to her representative role on behalf of Pro Vobis, she is also in charge with piloting the Bucharest Local Volunteer Center (BLVC) following the model in Cluj-Napoca. The BLVC was officially launched in October 2007 and will develop several local activities aimed to promote volunteerism and improve the networking among Bucharest based volunteering involvement organizations.



## Improve relationships with large national volunteer involving organizations

In search for support for our efforts to promote volunteering and achieve recognition for volunteering at the national level we actively search to connect and partner with large national volunteer involving organizations. Pro Vobis recognized the increased professionalism of Save the Children Association in volunteer management by awarding them the price for the Best Reflection of Volunteer Activity in an Annual Report as part of the competition Best Annual Reports organized every year by the Romanian Donors Forum. Discussions are ongoing for a partnership project aiming to improve the Red Cross capacity in managing their volunteers and replicate the successful model of the local volunteer center in Sibiu Red Cross to other Red Cross branches in the country.



## Exploration of possible projects in education and volunteering

During 2007 we found increased interest of various school representatives to develop volunteering programs within their schools. Some attended the National Conference on Volunteerism in search for information about how to develop volunteering programs within their schools. Currently avenues for collaboration are searched in this direction. The experience of the Local Volunteer Center in Cluj-Napoca in the field of school-based service-learning projects will be disseminated to other local volunteer centers to improve their capacity to collaborate with schools at the local level to develop volunteering programs. Based in several success stories of such local projects support will be sought in 2008 at the Ministry of Education to facilitate extension of such projects.





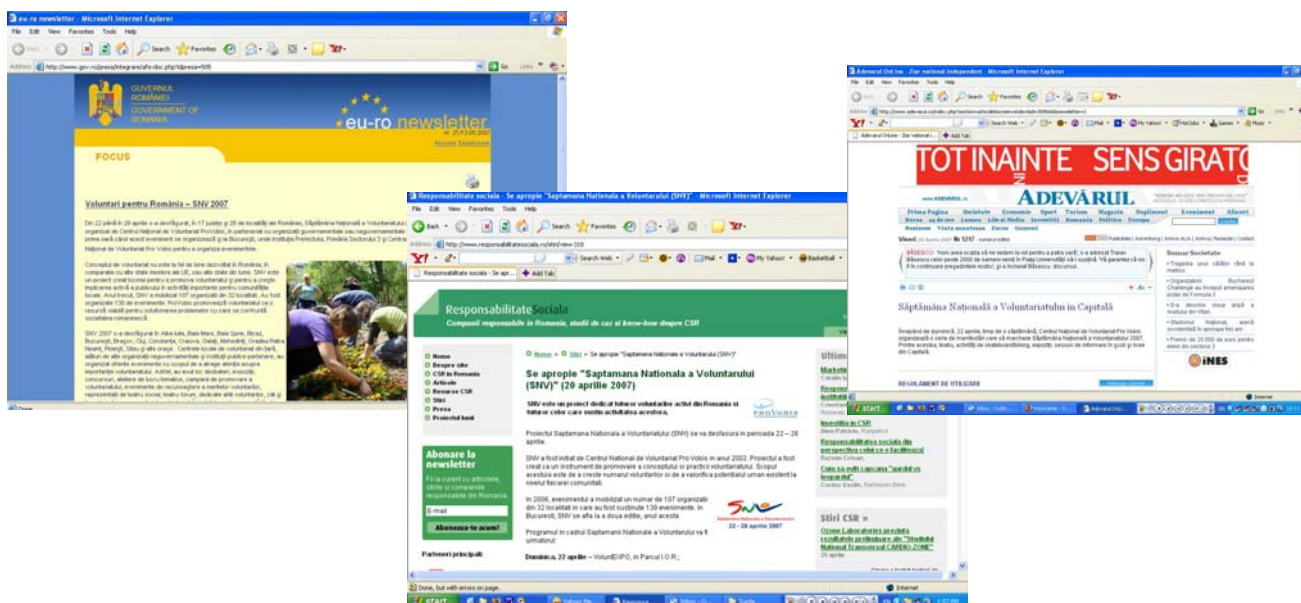
## Goal 2: Improved networking among volunteer involving organizations

**03:** to strengthen the networks of volunteer involving organizations and improve the collaboration among themselves and with other relevant national and international stakeholders of the volunteer movement (companies, public institutions, international organizations, governments at all levels)

**04:** to improve the volunteer management processes performed by volunteer involving organizations in Romania through training and consultancy

### National Volunteer Week (NVW)

The National Volunteer week in 2007 was a successful event joined by many partner organizations. Media coverage of the event improves every year and many media partners join the local events. This year the NVW was organized also in Bucharest with the support of the Bucharest Prefecture and local volunteer involving organizations. A consistent report of the event was drafted and publicized through the websites managed by Pro Vobis and other communication channels such as newsletters, NGO magazines etc. The event was covered by several national media outlets and specialized newsletters such as the one issued by the Romanian Government and the portal dedicated to social responsibility of the companies.



## National Conference on Volunteerism

The National Conference on Volunteerism was organized in November 2007 in Cluj-Napoca. The conference gathered over 60 representatives of volunteer involving organizations throughout the country, school teachers interested in setting up volunteer programs, representatives of public institutions at the local and national level. The conference content was build around the message of the national campaign to promote volunteerism and the theme of the conference was **“Volunteerism beyond the Concept”**. The conference included workshops on Volunteerism and Social Capital, Volunteerism and Social Responsibility, Volunteerism, Diversity and Community Development, Volunteerism and Cooperation for Development delivered by leaders in the field. The participants also had the chance to explore future partnerships among themselves and participate in a public debate about **“Investment in Volunteering: Is it Worth?”** delivered by young students members of debate clubs within the University of Cluj.



The conference hosted the official **launch of the national campaign to promote volunteering**.

The image of the campaign and its main message has been presented to the participants along with the identity of the campaign. The logo of the campaign shows people holding hands in circle and its main message is: **“It’s time to be different. Noble deeds are not for money.”**

The conference also hosted a **photography exhibition** with pictures from the activity of the local volunteer centers, the network and Pro Vobis. The exhibition will travel throughout Romania during 2008 at the seminars on volunteering the local volunteer centers will organize as part of the National Campaign to Promote Volunteerism.



## International Volunteer Day – December 5<sup>th</sup>

Pro Vobis prepared two major events to celebrate the International Volunteer Day on December 5<sup>th</sup> 2007. The first event was the **re-launching of the www.voluntariat.ro portal** with a new design and new sections, one dedicated to the national campaign mentioned above and one dedicated to the network of volunteer centers. The website reached over 1500 visitors during the first month after it was re-launched.



The second event prepared by Pro Vobis in celebration of the International Volunteer day was the **launching of the “Volunteer Portrait” publication**. The publication gathers a collection of 40 volunteer portraits submitted by organizations throughout the country. The portraits illustrate the diversity of volunteers and volunteer activities. The publication will be used during the campaign to promote the diversity of volunteers and volunteer activities. The publication includes portraits of common people volunteering but also of well known personalities who volunteer, such as the Prefect of Iasi or the TV presenter Mihaela Radulescu.



CAMPANIA NAȚIONALĂ DE PROMOVARE A VOLUNTARIATULUI  
E timpul să fim altfel! FAPTELE NOBLE NU SUNT PE BANI

Portret  
de Voluntar

## International partnerships

Pro Vobis has worked in 2007 to improve its international connections with relevant organizations in the field. Increased contacts and more **leading role** have been assumed **within the European Volunteer Center (CEV)** where Pro Vobis is a member of the Board of Directors. Within CEV Pro Vobis will have an important part to play in the General Assembly in Ljubljana in spring 2008. In addition, Pro Vobis also coordinates the efforts of CEV to develop a publication dedicated to promoting the importance of the volunteering infrastructure across Europe. In this publication Romania will be one of the case studies, alongside other 5 European countries.

The **relationship with United Nations Volunteers** has resulted in UNV recommending Pro Vobis for several international training opportunities. One of these recommendations translated in a very interesting collaboration between Pro Vobis and the Management Center of the Mediterranean based in Nicosia, Cyprus where Pro Vobis will deliver a two days training on volunteer management and volunteer program development. The Management center is conducting similar projects as Pro Vobis and the exchange will include consultancy on organizing promotional campaigns and setting up volunteer centers in Cyprus. The activity also qualifies as an income generating activity as the training and consultancy will be paid by our Cyprus collaborators.



## International volunteering schemes

On the international volunteering arena the interests Pro Vobis could grasp are targeted towards training activities for volunteer management and young volunteers. We have decided to develop several types of activities to take advantage of these developments. The first activity is a **training program for international participants in volunteer management** that will be delivered by Pro Vobis in the summer of 2008 in Romania for international participants. Special funding from the European Commission has been accessed for implementing this training project. The second line of action under international training is the **participation of Pro Vobis and its volunteers to international exchanges** of volunteers. The first exchange will take place in France in May 2008. The third line of action was the increased participation of Pro Vobis in international partnerships by joining SPES, the Italian National Volunteer Center in a 2 years project aimed at promoting elderly volunteering. The projects gathers five countries (Italy, Romania, Hungary, Slovakia, and Slovenia) and will facilitate the **international exchange of elderly volunteers** that will be, upon return, supported by their sending organizations, in setting up volunteering programs for the elderly. The fourth line of action is a **long term partnership with Voluntary Service Overseas in UK** developed on two major directions. The first direction is the development of a joined training program to be delivered for international participants, both beneficiaries of VSO projects and other interested parties. The topics of the training are volunteer management and set up of volunteer programs and/or volunteer centers. The second direction is collaboration to design and implement a feasibility study for recruiting Romanian volunteers to be sent in developing countries through VSO administered schemes. The two lines of action will be worked on mostly during 2008 especially through a working fellowship that the executive director of Pro Vobis will benefit from for one month during the summer of 2008.



**RĂMÂI ACTIV!  
FII VOLUNTAR!**

THINK FUTURE. VOLUNTEER TOGETHER.



## Goal 3: Improved media relations

**05:** to increase the amount, diversity, and coverage of volunteerism related activities by media

**06:** to facilitate direct involvement of media professionals in volunteerism activities/events

### The National Campaign to Promote Volunteerism “It’s time to be different”



National Campaign Logo

The national campaign has been launched in November at the National Conference on Volunteering and will run until April 2008 when it will end with the National Volunteer Week 2008. The campaign has a very well developed identity with its own logo, motto, and printed, audio and video promotional materials. The campaign gathered many partners from various fields: nonprofits, medial outlets, national authorities etc. The major activities of the campaign consist of re-designing the web portal [www.voluntariat.ro](http://www.voluntariat.ro), publishing the Volunteer Portrait publication (both described above under the International Volunteer Day heading), organizing a series of 10 to 15 local seminars throughout the country aimed at promoting a proper understanding of volunteering and its contribution to local and individual development, communication through a variety of channels promoting the main message of the campaign which is: “It’s time to be different! Noble deeds are not for money!”



### Public visibility events

During 2007 Pro Vobis and its collaborators organized, as part of the National Volunteer Week or independently, specific public visibility events aimed at drawing media attention and achieve coverage of volunteering related activities. Thus in Craiova the local volunteer center posted volunteering photographs on a bus that was carrying them all around the city



for a week, in Bucharest the pilot local volunteer center initiated by

Pro Vobis planted flowers in a well known park in Bucharest with the message “Be Volunteer” written in flowers, in Cluj-Napoca the local volunteer center organized a public event where volunteers wrote a message for the community and exposed their messages in the central square of the city for several hours being shown on TV and interviewed by local radios.



## Goal 4: Developed infrastructure for volunteering

**07:** to position Pro Vobis and its partnership with the National Network of Volunteer Centers at the national level as knowledgeable and reliable entities with proven capacity to provide quality services related to volunteerism development in the newly created context following Romania's accession into the European Union

**08:** to strengthen Pro Vobis in its organizational capacity to work for the achievement of the proposed objectives

### Strengthen the Network of Volunteer Centers

During 2007 three network meetings were organized. Most of the volunteer centers representatives attended all three meetings. The meetings touched issues of interest for the local volunteer centers, the network and Pro Vobis. Major successes of the network meetings are: a strategic planning session for the network where priorities were established for 2008; priorities of the network are to clarify the internal functioning of the network, to evaluate the development stage of the local volunteer centers and work to identify proper assistance strategies to be developed for the LVCs needing it, to increase the number of common events the member LVCs organize and improve the image of the network at the national level. To meet the priorities several steps have been taken: the network will issue a newsletter 4 times a year, a special section for the network will be developed on the [www.voluntariat.ro](http://www.voluntariat.ro) portal, the network meetings will also be used for organizing common events for the network members to facilitate team building, exchange of experiences, and acquire coverage for network actions. A special document with standards for the LVCs was agreed upon by the member LVCs and an evaluation of each center will be performed during 2008 to assess their stage of development and identify specific needs for assistance.



The network will benefit in 2008 of a set of personalized promotional materials promoting the network as a united entity of organizations sharing skills and knowledge such as web site section, folders, flyers, T-shirts etc. to be used in their common activities. In 2008 there are 3 network meetings scheduled. Each network meeting will be joined by a training session delivered by Pro Vobis with the support of the Dutch consultants from MOVISIE on topics identified by the LVC representatives. The first training session is scheduled in February 2008 and the training topic will be Organizational Development. The training will be organized following the network meeting to be held in Bucharest. LVCs committed to send the same representative to network meetings to facilitate communication and team building and also to avoid miscommunication problems. Each meeting will be hosted by a local volunteer center so the network members have the chance to visit each center and see on the field how they are structured and what is their level of development and their state of material development in terms of office, equipment etc.

## Strengthening Pro Vobis

During 2007 Pro Vobis implemented an organizational development project supported by USAID and World Learning. The project was built following an organizational assessment conducted by World Learning Consultants. At the end of the project the same assessment was performed again to identify progress of the organization. Pro Vobis developed, as part of this project, a program development plan for the following 3 years setting standards of performance for the programs, internal systems for information management, staff development plans to facilitate ongoing training of staff, board procedures manual to facilitate proper functioning of the Board of Directors, internal rules and procedure for Pro Vobis etc. The evaluation performed by the World Learning consultants at the end of the project revealed the progress that Pro Vobis has made in terms of organizational development.



Several team building sessions were organized to facilitate integration of the new staff members of Pro Vobis. The team welcomed three new members in 2007: Carmen Colceag, communications manager based in Bucharest, Mirona Oreian, programs coordinator based in Cluj, and Ramona Dragomir, communications assistant based in Cluj.

## Planning for 2008

In December 2007 the entire Pro Vobis team participated in a staff retreat. Its main purpose was to evaluate the 2007 performance of Pro Vobis and set the working plan of 2008.



Following the retreat session major activities and events for 2008 have been planned. Some of the major events to be organized in 2008 are:

- Photography on volunteering exhibition in Bucharest (January-February)
- Network meeting and network training in Bucharest (February)
- World Volunteer Fair in Cluj-Napoca and Bucharest (March-May)
- National Volunteer Week (April)
- International Volunteers Exchange in France (May)
- Fellowship to Voluntary Service Overseas (June)
- Training on volunteer management for international volunteers in Cluj (July)
- Network meeting and training (July)
- National Conference on Volunteering (October)
- Make a Difference Day (October)
- Network meeting and training (November)
- International Volunteer Day (December)
- Participation to the 15 campaign seminars to be organized by the local partners of Pro Vobis





## Financial Report 2007

### Income

Currency <sup>1</sup>	USD	EURO	RON
<b>Income from grants</b>			
USAID/WL	40182	27905	100458
CS Mott Foundation	40000	27778	97223
Netherlands Ministry of External Affairs	93372	64842	233431
CEE Trust	50000	34723	125002
Income generating activities	1191	827	2979
Income from interest	69	48	174
<b>Total income</b>	<b>224814</b>	<b>156123</b>	<b>559267</b>

### Expenditure

Categories	USD	EURO	RON
Personnel costs (brut salaries )	37895	26316	94739
Payroll added costs (employer taxes)	31286	21726	78217
Travel and transportation	26080	18111	65200
Office supplies and publications	10284	7142	25712
Office rent	6146	4268	15367
Networking costs	4099	2846	10249
Communication	1856	1289	4642
Bank fees	615	427	1538
Utilities, maintenance, admin costs	40798	28331	101995
Awards and donations	230	575	2073
Equipment	3492	2425	8732
<b>Total expenses 2007</b>	<b>163387</b>	<b>113463</b>	<b>408468</b>
Sold 2007 <sup>2</sup>	60319	41888	150799

<sup>1</sup> Calculations are made at an average exchange rate of 2.5RON/1USD and 3.6RON/1EURO.

<sup>2</sup> The 2007 sold is due to the arrival right before the end of the year of a grant installment for a multiyear project.