



COMMUNITY-BASED APPROACH

Community volunteers are an integral part of Movement On The Ground's Camp to CampUs philosophy. This is based on the fact that refugees – or better referred to as residents – should be actively involved in the daily operations of the campUs. By giving residents the opportunity to control and improve their living circumstances, they will treat it with more care and respect going forward.

Every day, resident volunteers with very diverse backgrounds, Greeks and visiting volunteers work shoulder-to-shoulder. Together, these diverse teams can carry out a broad range of activities, as Movement On The Ground's previous work in the Olive Groves and Kara Tepe shows:

Olive Groves – 130 community volunteers

- 70 clean team community volunteers
- 15 technical (electricity) community volunteers
- 30 food distribution community volunteers
- 5 tent building and maintenance community volunteers
- 10 emergency hospital community volunteers
- 4 community translators

Kara Tepe – 38 community volunteers

- 11 clothing shop translators and tailors
- 9 technical team members
- 5 Community garden volunteers
- 1 recycling coordinator
- 8 Sports coaches
- 4 DLL Teachers

Movement On The Ground is already working with over 300 community volunteers in RIC Lesvos, mainly focused on food distributions, WASH maintenance and construction work.

PROOF POINTS

Food distributions

Community volunteers gather 3 times a day at 7:30, 12:30 and 16:30 to distribute breakfast, lunch and dinner. The community volunteers play an integral role in running the food line as this is a key moment to check in with the community.

Electricity maintenance

Community volunteers were trained by our technical coordinators on how to repair all faults in the Kara Tepe electricity grid. This meant that any time there was a troubleshoot outside of working hours, a community volunteers could provide a repair service.





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COMMUNITY VOLUNTEER COSTS

Regular community volunteer: €350 per month which includes work clothing, daily lunch and stipends.

Community volunteer team lead: €350 per month which includes work clothing, daily lunch and stipends + financial stipend of €80-150.

ORGANISATION

- Everyone is welcome to become a community volunteer. Each new volunteer will first join the clean team for a few days. This is the largest team and activity, therefore a good environment to test whether the resident is a suitable community volunteer. When the new volunteer functions well in the clean team, he/she is invited to register with a coordinator.
- Movement On The Ground has an existing registration page that takes personal information, as well as professional experience and skills (i.e. electrician, teacher, gardener, etc.). All information is stored in a database. Certain teams require specific skills.
 - Tent building and maintenance – physical capabilities
 - Electricity team – experienced electricians, welders and carpenters
 - Teachers – language proficiency
 - Translators – language proficiency
- Each team has a community volunteer team lead. The team lead is chosen based on his/her natural capability to lead. The team lead has keys to the organization's office, always carries a walky-talky with him/her, has access to generators (if needed), and is in close contact with the coordinator. The team leads receive a stipend of €80-150, depending on the role.
- Each day, the attendance of all volunteers is taken by a community volunteer themselves.

BENEFITS

The benefits of working with community volunteers are numerous. For one, residents feel empowered and can use their time, knowledge, and skills to better the community. The immediate consequence of this is that the community feels more responsible for their living environment and will therefore treat it with care.

The community also looks out for each other, checks in during food distributions, repairs broken tents for each other, which all improves the feeling of safety and security on the campUs.

Finally, working with community volunteers is a cost-efficient way to run a campUs. A large number of activities and campUs maintenance can be done by community volunteers in exchange for a fair incentive pack (outlined below). This makes the whole model of a refugee camp more self-sustaining and sustainable.



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- All community volunteers receive the necessary equipment to do their work, such as gloves, a t-shirt and masks.
- Community volunteers receive incentives to thank them for their work. These include:
 - A daily lunch
 - Regular distributions such as shoes, jackets, food and hygiene packs
 - Weekly football activity (before Covid-19)
 - Monthly activity such as a dinner in a nearby restaurant (before Covid-19)
 - Occasional trainings such as Covid-19 health awareness, electricity training

THE MOVEMENT ACADEMY

Preparing resident volunteers for integration in Greek society

A core belief of Movement On The Ground is to facilitate the transition from refugee to employee, which is why Movement On The Ground started the Movement Academy. All community volunteers are recognised for their effort, commitment and skills obtained through their involvement on campUs. These include social skills as well as job-specific skills (for example in the technical team, the tent building team, or as teachers, sport coaches, translators, or tailors).

The Movement Academy provides all community volunteers with a certificate of participation, which can strengthen future job interviews. In addition, community volunteers can also request recommendation letters when they have been volunteering on a daily basis for at least two months.

TESTIMONIAL:

Adel



I started with Movement On The Ground because I was an electrical power engineer in the automation field. I had the right experience to work with the electricity team in Kara Tepe. I thought with my knowledge I can really help Movement On The Ground to serve others.

