

Workshops
Meetings
Barbecue

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First
**EUROPEAN SERVICE
LEARNING DAYS**
Berlin, April 3-5, 2015



Participants



| | | | |
|---------------------------|----------------------|----------------------|------------------|
| Adriatic Region 12 | Iceland 2 | Portugal 6 | |
| Belgium 3 | Ireland 3 | Romania 1 | |
| Brasil 1 | Israel 4 | Slovakia 2 | |
| Danmark 3 | Italy 1 | Spain 2 | |
| Egypt 2 | Lithuania 4 | Sweden 2 | |
| Finland 7 | Malta 3 | Switzerland 6 | |
| France 3 | Moldova 3 | Turkey 4 | |
| German-Sp. 51 | Netherlands 3 | Ukraine 3 | |
| Greece 4 | Norway 3 | UK 9 | |
| Hungary 6 | Poland 7 | USA 2 | Total 162 |

Logo Artwork



Badges



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FRIDAY

09.00 - 20.00 Registration
 10.00 - 10.30 Welcome to the ESL
 10.45 - 12.15 **PR - Workshop PI vs. PR** (Ballroom)
 12.30 - 14.00 **PR - Sharing Best Practices** (Ballroom)
 12.30 - 14.00 **Concepts** (Room 2)
 14.00 - 15.30 Lunch Break
 15.30 - 17.00 **SSP Group Support** (Ballroom)
 15.30 - 17.00 **CBDM - Consensus Process** (Room 2)
 17.30 - 19.00 **Building Strong Homegroups** (Ballroom)
 17.30 - 19.00 **Planing Our Services** (Room 2)
 20.00 - 20.30 EDM Presentation / WSO-E Presentation
 20.30 - 22.00 Speakermeeting
Revovering In A Small Region Panel

SATURDAY

10.00 - 11.30 **H&I - Workshop Hospitals** (Ballroom)
 12.00 - 13.30 **H&I - Workshop Jails / Q&A** (Ballroom)
 13.30 - 15.30 Barbecue
 15.30 - 17.00 **LTC - Basics** (Ballroom)
 15.30 - 17.00 **Tradition Book Workshop** (Room 2)
 17.00 - 18.30 **LTC - General Q&A** (Ballroom)
 17.00 - 18.30 **Webpages / Videos** (Room 2)
 19.30 - 21.00 Speakermeeting
Take Care While In Service
 21.00 - 21.30 Cleantime Countdown
 21.30 - 24.00 Party
 21.30 - 22.30 Recovery Meeting (Room 2)

SUNDAY

10.00 - 11.30 **FD / Outreach In Your Region** (Ballroom)
 11.30 - 13.00 **Welcoming ALL Members** (Ballroom)
 13.00 - 14.00 Coffee Break
 14.00 - 14.30 Geographical Countdown
 14.30 - 16.00 Speaker Meeting
Finding Our Place In The World

Merchandise

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Trusted Servants & Facilitators



Trusted Servants:

ESL Coordinator Udo/Berlin
ESL Coordinator Veronica/Sweden
ESL Treasurer Jussi/Finland
ESL Merchandise Helge/Berlin
ESL Hospitality/Oliver
EDM Treasurer Sanda/Belgium
EDM FD Yoel/Israel
ESL Video Halil/Turkey
Artwork/Logo Jelena/Adriatic Region
Regional Treasurer Manuela/Berlin

Facilitators:

| | |
|-----------------|--------------|
| Irene/Ireland | John/UK |
| Becky/USA | Helge/Berlin |
| Junior/Brazil | Udo/Berlin |
| Veronica/Sweden | Adrian/UK |
| Andrew/UK | Mark/UK |
| Jeff/USA | Yoel/Israel |
| Frankie/UK | Halil/Turkey |

The Venue

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Funding Participants

| Region | Participants | Travel | Accommodation | All |
|-----------------|--------------|---------------|---------------|---------------|
| Adriatic Region | 12 | 500 € | - | 500 € |
| Belgium | 3 | 160 € | 252 € | 412 € |
| Egypt | 2 | - | 222 € | 222 € |
| Hungary | 3 | - | 252 € | 252 € |
| Iceland | 2 | 579 € | 222 € | 801 € |
| Ireland | 2 | 270 € | 222 € | 492 € |
| Lithuania | 4 | 290 € | 336 € | 626 € |
| Malta | 2 | 470 € | 168 € | 638 € |
| Moldova | 3 | 530 € | - | 530 € |
| Poland | 3 | 218 € | 252 € | 470 € |
| Slovakia | 2 | 220 € | - | 220 € |
| Turkey | 2 | 498 € | 222 € | 720 € |
| | | 3735 € | 2148 € | 5883 € |

Double Room = 37 €

3rd/4th Person = 28 €

17 Rooms

Funding Principles



1. **Fixed budget.** (with some tolerance)
2. **Deadline for requests.**
3. **Funding survey needs to fill out.**
4. **No per diem.**
5. **We choose accommodation.** (17 rooms on location)
6. **No single rooms** (difference is private)
7. **Fixed accommodation dates.** (extra days are private)
8. **We checked the flight tickets online.** (before we confirmed the funding)
9. **Deadline for booking.** (3-4 days after online check)

Participants appreciated that we invested time and effort to have some control of the expenses, as we wanted to be fair as possible to each region.

Most participants could follow their budgets.

Some participants returned a part of their budget in Berlin.

Workshopping

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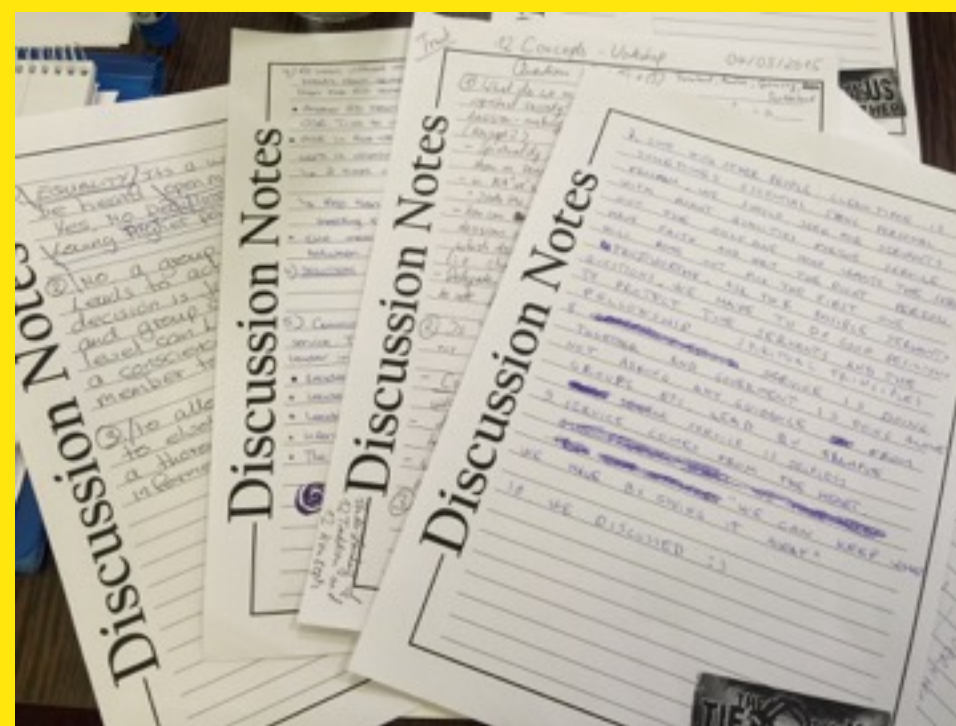
Workshopping

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Workshopping

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The UK Team

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Workshopping

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The French Team

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The Spanish Team & Friends

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The Portuguese Team & Friends

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Speaker Meetings



Friday: **Recovering In A Small Region** (Panel: Adriatic Region, Turkey, Egypt, Malta)

Saturday: **Take Care While In Service**

Sunday: **Finding Our Place In The World**

Northern Californian Convention

Skype Meeting

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On behalf of the workgroup and the EDM:
We would like to express our gratitude for support from NAWS.

Thank You !

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„Golden Bunny“ for Facilitators

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The Party

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FINANCIAL REPORT

| SUMMARY – total EDM budget | | |
|----------------------------|--|--------------------|
| Expenses | Funded participants (mostly travel) | 4.472,24 € |
| | Coordinators/Facilitators | 2.109,34 € |
| | Hostel - accommodation of participants | 2.564,00 € |
| | Venue | 3.300,00 € |
| | Coffee and soft drinks | 1.341,50 € |
| | Barbecue | 650,00 € |
| | Merchandise/party gear/small expenses | 1.427,87 € |
| | | 15.864,95 € |
| Income | Income - registration/coffee/merchandise | 5.969,00 € |
| | | |
| Spent EDM budget | (ESL 8.195,95 + FD 1.700,00) | 9.895,95 € |

| FD BUDGET | | | |
|------------|-----------------------------------|----------|-------------------|
| Date | | Expenses | Balance |
| 28/02/2015 | Yoel facilitator ESL expenses | 430,00 € | 430,00 € |
| 18/03/2015 | ESL travel participants Greece | 420,00 € | 850,00 € |
| 04/04/2015 | ESL particip Ukraine travel & acc | 350,00 € | 1.200,00 € |
| 03/04/2015 | ESL UK facilitators | 500,00 € | 1.700,00 € |

FINANCIAL REPORT

| ESL BUDGET | | | |
|------------|-------------------------------------|------------|--------------------|
| Date | Description | Expenses | Balance |
| 06.08.14 | To Udo, flyers | 106,43 € | 106,43 € |
| 05.09.14 | To Veronica | 4,50 € | 110,93 € |
| 05.01.15 | travel participants Lithuania | 290,00 € | 400,93 € |
| 05.01.15 | travel participants Iceland | 579,00 € | 979,93 € |
| 08.01.15 | travel participants Malta | 469,92 € | 1.449,85 € |
| 12.01.15 | travel participants Poland | 218,00 € | 1.667,85 € |
| 12.01.15 | travel participants Adriatic | 500,00 € | 2.167,85 € |
| 19.01.15 | travel participants Moldova | 530,00 € | 2.697,85 € |
| 16.02.15 | travel Jussi Treasurer | 238,74 € | 2.936,59 € |
| 16.02.15 | travel participant Ireland | 270,24 € | 3.206,83 € |
| 17.02.15 | travel participants Slovakia | 220,00 € | 3.426,83 € |
| 10.03.15 | ESL merchandise | 345,00 € | 3.771,83 € |
| 16.03.15 | ESL merchandise (flyers and mugs) | 100,89 € | 3.872,72 € |
| 24.03.15 | ESL facilitator travel Frankie | 446,75 € | 4.319,47 € |
| 25.03.15 | ESL merchandise (T-shirts) | 312,50 € | 4.631,97 € |
| 28.04.15 | Belgium | 127,08 € | 4.759,05 € |
| 04.04.15 | Turkey travel participants | 498,00 € | 5.257,05 € |
| 04.04.15 | Veronica travel | 409,85 € | 5.666,90 € |
| 05.04.15 | Halil accommodation | 84,00 € | 5.750,90 € |
| 07.04.15 | Venue including coffee and barbecue | 5.291,50 € | 11.042,40 € |
| 07.04.15 | Hostel - accommodation | 2.564,00 € | 13.606,40 € |
| 10.04.15 | various small expenses | 100,04 € | 13.706,44 € |
| 03.04.15 | party gear | 133,01 € | 13.839,45 € |
| 20.04.15 | ESL merchandise (T-shirts) | 265,50 € | 14.104,95 € |
| 05.05.15 | Udo - taxi | 60,00 € | 14.164,95 € |

FINANCIAL REPORT

| CASH IN BERLIN | | | | |
|----------------|---|------------|----------|------------|
| Date | Description | Income | Expense | Balance |
| 03.04.15 | ATM Berlin | 500,00 € | | 500,00 € |
| 03.04.15 | to Veronica, ESL Coordinator | | 100,00 € | 400,00 € |
| 03.04.15 | from ESL registration | 1.200,00 € | | 1.600,00 € |
| 03.04.15 | to Mark, facilitators from UK (FD) | | 500,00 € | 1.100,00 € |
| | return from Greece | 20,00 € | | 1.120,00 € |
| | return from Moldova | 70,00 € | | 1.190,00 € |
| | to Ireland, travel participants | | 115,00 € | 1.075,00 € |
| 04.04.15 | to Ukraine, travel & acc particip. (FD) | | 350,00 € | 725,00 € |
| | from Halil, return from Warsaw | 135,50 € | | 860,50 € |
| | to Halil, accommodation Berlin | | 84,00 € | 776,50 € |
| | from Jussi, to cover cost of accomod. | 115,00 € | | 891,50 € |
| | to Turkey, travel participants | | 498,00 € | 393,50 € |
| 05.04.15 | to Veronica, ESL Coordinator travel | | 309,85 € | 83,65 € |
| | to Veronica, printing | | 4,20 € | 79,45 € |
| | return from Poland | 82,00 € | | 161,45 € |
| | to Frankie, UK facilitator | | 26,75 € | 134,70 € |
| | remaining change | 9,00 € | | 143,70 € |
| 10.04.15 | to Udo, small expenses | | 104,04 € | 39,66 € |

THE REPORT



We are still a bit overwhelmed over the outcome of the ESL. It was an amazing experience and it most definitely met our expectation on FD-work, in a broader way. But how it actually turned out totally blew our minds!

There were 162 registered participants from 30 countries and 27 regions/communities. We held 12 different workshops, had 3 Speaker Meetings and was skyped in to the Northern Californian Convention. The turnout on the workshops was great, all members participated and stayed all through the days. The buzz during workshops was great and the atmosphere so inspiring.

Generally we all think and hope that this is an event to be continued, we reached so many communities at once, and made a platform for those who actually do the service, to exchange experiences and best practices with each other. This was also a great event for the service members to connect with each other, in order to keep in touch after the event.

With that said, this was truly an honor and a privilege! For us to be a part of creating the very first ESL has been an overwhelming, exciting and humbling experience. We are so very grateful we were trusted with doing this service, thank you all for believing in us!

In service,

Udo, Veronica, Jussi, Sanda, Yoel, Helge and Oliver

EVALUATION



When it came to evaluate the ESL, all members of the workgroup wrote their input and we have compiled it here, with added thoughts and suggestions for future workgroups, if we, in the EDM, decide to do this event again.

Thoughts on the program:

- We liked the way we did with the survey and how it seemed to meet the needs of the participants.
- We would maybe suggest that in the future, to ask the facilitators to send in their plans of the workshops in advance, to better be able to help them out if needed.
- In regard to the speakermeetings we would have wanted to do the readings in all languages possible.
- We also got input that it would be nice with less readings at the speakermeetings.
- We liked the way we had a panel meeting, this was appreciated and something to be done again.
- We found that the speakermeetings ending each day, with an regular recovering/sharing meeting was sufficient.
- We also realized that the lunch breaks were a bit tight, make sure there is enough time to get to and from restaurants while planning the program. Maybe also a dinner break if you are going to have long days and evenings.

EVALUATION



Thoughts on the workgroup:

- Maybe aren't creating guidelines relevant yet, until we had a few events. But we have different cultural experiences on how to do events, and it would be good if the way the next workgroup/committee are gonna work, is addressed in the early stages of the process, as in which decisions will be made by the coordinators and which by the whole workgroup.
- We were an small workgroup, many of us did more than our share and we recommend that you for example do not facilitate workshops or be responsible for the party, if you are in the workgroup. And if you are coordinating it, don't have other responsibilities parallel to it, as for example program, in the planning process.
- We realize there is always more work when you are doing something for the very first time, but it can easily be too much, so take care of yourselves and make sure that you have a complete workgroup and that all "subcommittees" are doing the work and you, as coordinator, oversee the process and make sure the job gets done while leading the workgroup forward.

Thoughts on translation:

- When we fund members to come and facilitate, we might need to make sure that the spoken English is clear outspoken, sometimes through out our weekend, especially when participants got tired, it was hard to follow broken English and accents.

EVALUATION



Thoughts on treasury:

- The ESL had one treasurer in the workgroup, and he worked very close with the EDM treasurer, which we recommend for future events. Both were there on location sharing the responsibility of the money in the registration.
- It was a great thing to have the German region treasurer there who helped a lot with handling of the cash. We put the income cash into the German region's bank account and transferred it to the EDM account. A big thank you to the german treasurer!
- As we didn't know how many participants to expect we had back up rooms that cost us money, particular one room we never used. That was something we couldn't avoid this first time.

Thoughts on funding:

- To add to the funding principals we used. The funding requests should be followed by a short service resume in order know the participants better.
- An limitation of up to three members from each region/community (where of course further requests could be considered)
- To continue funding only travel and hotel/hostel, and not per diem.
- To get an clear budget/travel expenses in advance.

EVALUATION



Thoughts on location:

- We had a great collaboration with the Stadtmission, mainly because of the relationship built with them through the english speaking conventions held in Berlin and in those facilities for the last couple of years.
- Make sure you have restaurants nearby your facility when you plan for this event, that it is easily accessed from both eating, traveling and living arrangements.

Thoughts on café:

- We sold only drinks, maybe we should sell some snacks? Sandwiches too? So that members don't have to look outside the facilities to have something to eat in between regular breaks? Also, here is a good place to involve the local fellowship and have local members doing the actual service on spot.

Thoughts on design and merchandise:

- There were an idea of making a creativity-competition for the logos and maybe also make more than just one logo to use for the merchandise. Maybe if there is time for this in the preparation period this could make/create an interest for the event as well.
- If there is an well ahead planned event, T-shirts and other merchandise can be sold at prior EDM's. In a way to raise money but also an interest for the event itself.
- Some concerns about merchandising: On one hand we fund members and on the other hand we ask them to buy merchandise to get some money back?

EVALUATION



General thoughts:

- We all agreed on that there has to be a better communication- and information flow from the EDM to the regions/communities. Not all areas and groups knew about this. The RD's responsibility and part in this is vital.
- We could also see the great importance of an involved local fellowship, we could have used more hands in service during the weekend, even though we must say, the help we got was excellent!
- We all agreed on that it is vital with sufficient preparation time for any workgroup/committee in the future. Our timespan for this varied from 1 year, to 18 months to 2 years.
- We would like to consider Pre-registration next time. As we did a survey beforehand, esp. for funded participants, and as we let participants know, that the budget is limited, it created a kind of confusion, how to register in order to be sure to participate. This confusion created a lot of eMail traffic, to make clear that this is not an exclusive event and all members who are interested can participate and can pay registration on location. To avoid this confusion, a pre-registration could help that.
- As not everybody in the workgroup liked to see ESL going Facebook, we decided not to use it. Nevertheless regards to communication among participants and facilitators, esp. regards to accommodation booking, it would have helped us to make communication less complicated.

Good Bye - Many Thanks EDM !

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