



»FICE SRBIJA«

**REPORT FROM 2nd PROFESSIONAL MEETING  
AT SECOND ASSAMBLY OF  
»FICE SRBIJA«  
Zlatibor, December 1st-3rd 2005.**

„FICE Srbija“, Association for support of children in out-of-family care, have had 2nd professional meeting of its members, potential members and associates, as part of 2nd assamblly on Zlatibor, december 2005.

„FICE Srbija“ (FICE of Serbia), as member of „FICE South East Europe“ and „FICE International“, has a main goal of improving life of children that part of their upbringing spend in institutional envirovment, and according to it we aee trying to reach it by supporting adults, professionals working with children in institutions.

This year on Zlatibor we have discussed process of transformation and reform of social care system particulary within institutions for children and youth, young offenders and children without parental care. Issue was what has been done and what is planned for forthcoming 2006., which changes have been supported by FICE Serbia, and special care and time was devoted to the topics which were seen as important for employees in institutions on previous such meeting.

Choice of main issues discussed „Stress and resiliance“ was motivated by fact that in September 2006. in Sarajevo will be a FICE International congress with general issue of „how to overcome burden of past and shape it into a positive future“, and was also motivated by a wish that as many as possibile professionals in child care should participate by presenting, making workshops and participating discussions.

Second main issue was „Volunteer managment“ marked in previous period as highly important for institutions, regarding growing openness of

institutions to NGOs with many people creating and managing programmes and projects with children, having civic service „soldiers“, students doing field work, professionals on probation etc. Which requires that employees in institutions have knowledge and manage and organise work with them.

## MEETING REALIZATION

Work of the meeting with 40 participants was supported by several donors and sources of donations. Participants paid the travelling fees, while lodging and celebration dinner was covered by FICE Srbija and Dutch organisation Prot.Chr.Vereniging voor Jeugd-en Kinderzorg . As the work of “FICE Srbija“ is completely on volunteer grounds, funds accumulated by membership fees were donated completely for this meeting.

Professionals for child care institutions, Centers of social work, Ministry of work, labour and social policy and guests from NGOs have succeeded in creating mutual contacts, having new knowledges and ideas and exploring self burn-out score, sources of stress, coping strategies, strenghts for resilience as well as practice of work with volunteers and possibilities of its further improvement.

Executive board of „FICE Serbia“, as organiser of meeting, has provided proper materials on discussed issues, and has organised a proper workshop, so with participation of all present professional, a good atmosphere is created as well as results, pleasing all participants.

Evaluation by participants has shown that what and how it happened at Zlatibor was scored as very successful and pleasing for all involved.

## INFORMATION ABOUT TRANSFORMATION OF CHILD CARE INSTITUTIONS

On 2nd professional meeting of FICE Serbia we could hear a variety of new forms and contents in which institutions create a reform from within and according to local community needs, which new services have appeared, how to enrich programmes for in-care children, how to empower professionals for new services, contents and forms of work. However, there is an impression that all 3 actors on local community are not connected enough – Social care center, institution itself and local community – which lowers

flexibility in modalities of service delivery. Part of problem are positive laws in power as well as centralized financing system and fact that many changes are done as pilot projects with uncertain future after it ends. There is a delay in delegating services and duties between Center and institution. Current position however leave as with no other potential cooperator. New legislation were supposed to provide application of new standards e.g. plurality of service providers and should solve this problems.

Although experienced many difficulties, institutions have many plans, depending on which end of spectre it started changes, and are planning to make a full scale changes. Above all, we try to improve institutional setting for children, to enrich programmes for them with learning social skills and skills for independent living as well as to improve treatment of problems manifested. We will try models of different level of independent living and mentoring support during formal period of protection as well as in post-institutionalized care period. We are planning various educations for employees and other extra activities that would enable young professionals in institutions to have a professional identity and skills or to do a professional practice in other instiutions. As extra income sources we are planning specialized, short term services of protection (daily care centers, street children shelters, providing shelters and treatment for victims of domestic violence, SOS telephones etc.)

#### **„STRATEGY OF COPING WITH STRESS & „VOLONTEER MANAGMENT“**

During workshops on stress and resilience participants have graded which situations from daily instiution life are biggest sources of stress and how they overcome it.

Then, judging strenghts of its small group, personal characteristics and ways of strenghtening itself and others, and based on experiented through guided fantasy and small tasks during lecture, a concept and factors and factors of resilience was explored. An introduction to principles of volunteer managment, also done by workshop, was explored as well as actual practice and problems, and how it could be improved. This all provided participants with possibility to encourage adequate or more complete engagements of civic servants and volunteers in institutions when professionals return to their settings. A tasks that can be given to volunteers have been listed, possibile risks explored as well as a introductory phase, supervision and control, responsibility for their efficiency, motivation and

evaluation for work. All this was done with awareness that this young people, based on their volunteering experience, become part of public opinion and aid creating a public opinion of institutions.

## MEETING EVALUATION

Već smo spomenuli da je evaluacija skupa pokazala zadovoljstvo prisutnih svim njegovim elementima, da se bavio za institucije važnim i savremenim temama, na savremen način, te ostaje ozbiljno pitanje, u ime onih institucija koje zbog nedostatka finansijskih sredstava nisu mogle da podnesu ni putne troškove dolaska na Zlatibor svog predstavnika, da li će, kako i kada, biti predviđeni prelazni finansijski mehanizmi na nivou resornog Ministarstva, da bi transformacija institucija iznutra mogla, kao najbolji način za uvodjenje promena, da se održi.

We have already mentioned that evaluation has shown a great satisfaction of all participants in all its elements. Meeting have dealt with important issues with contemporary methods. Open question remains of institutions which were unable to attend, solely by not having funds to cover travel expenses. Meeting have addressed Ministry when a financial mechanisms for transformation of institutions from within (as best way to introduce changes) will be provided.

## ASSAMBLY OF FICE SRBIJA

Annual Assembly was held on December 3<sup>rd</sup> and presented reports on work of President and Executive board in period of between two Assemblies. Financial report was evaluated as well as plan of work for 2006.

Special place was taken for presentation of forthcoming "FICE International" Congress which will take place in Sarajevo in December 5-8<sup>th</sup> 2006 in Sarajevo.

For "FICE SRBIJA"  
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