

Facilitators complete training at FUP

The Fundatia Umanitara Pacea (FUP) is a non-political, non-governmental organization founded in 2000 by the Franciscan order. FUP works for the benefit of poor families in and around the city of Roman, in Romania, where more than 80% of the families belong to the Roma ethnic group.

According to the Roma pilot survey conducted by the European Union Agency for Fundamental Rights (FRA) in 2012, “one in three is unemployed in Romania, 20 % are not covered by health insurance, and 90 % of them are living below the poverty line. The Roma living in Romania are especially vulnerable to poverty and lack of access to basic services. Many face prejudice, intolerance, discrimination and social exclusion in their daily lives.

FUP cooperates closely with the Roman municipality and the Mayor’s office, the Ministry of Education, the Ministry for Social Services.

FUP is also networking with other NGOs and institutions targeting poor and marginalized people. The FUP activities include educational support, a kindergarten, literacy courses for children and adults, medical and psycho-social support, as well as cultural activities.

In cooperation with NCA, ICDP, the Roman Municipality, SOS Bucharest and SOS Bacau, FUP organized ICDP workshops in March, June and November 2015, in order to form a group of ICDP facilitators.

The funding came from the Norwegian Church Aid (NCA). SOS Bacau had already received ICDP training; they have been implementing ICDP since 2014 and so they were able to provide the translations of ICDP materials in Romanian for this new ICDP training at FUP.

The group of ICDP trainee facilitators who participated in the training was comprised of different professionals, including staff at the FUP Social Centre, representatives of one FUP partner, municipal teachers, social workers and several independent psychologists.

At the November workshop eighteen professionals received their diplomas as ICDP facilitators.

They had completed their self-training projects and through these projects the ICDP programme reached seventy caregivers and three hundred children.

The caregivers groups were very different, from parents with little or no schooling, to caregivers with higher education; one group consisted of grandparents who take care of their grandchildren while the parents are away working abroad.



The facilitators were asked to write answers to seven questions about their experience with ICDP:

1. How did you benefit from participating in the ICDP programme for facilitators?

- The course was like being over-flooded – an overflow through which I have rediscovered and valued myself in order to be more efficient in doing the daily responsibilities;
- I have learned some new methods of presentation and I have gained good information regarding interaction with caregivers and with children;
- Interaction with other participants was very useful to find new ways/methods that would help me with the daily challenges;
- Through receiving a lot of information, understanding, empathy and positive feedback;
- It was an opportunity to learn that when you show trust in others, your own way is made more easy, and you learn to give;
- Understanding the interaction between caregiver and children, and new ways of transmitting this to more and more people;
- I am more emphatic and I do not put labels on people anymore.

- It has been a grate learning experience. It would have been good if there had been more space in between the various programme components in order to be able to digest a bit more

2. What was the most important thing that you have learned from the training and from your own practicing with caregiver groups?

- I have learned that when you are willing to do something for your neighbour, you can do it through work, study and dedication;
- Group activities were very useful to me;
- That there are always good ways of caring and education for children, indifferent of what “problems” the children might have;
- I have appreciated the structure of the information, the method to transfer it and the focus of the trainers on improving our care for the caregivers and the children;
- The lesson of redefinition caught my attention in a particular way;
- How to relate to children and how to educate them;
- “learning, you can in your turn, teach others”;
- redefinition, development of self-confidence, discovering of new energies;
- a good communication is always based on trust, care, patience, tolerance, and that we need to do not many things to show confidence in our children, but we always need to show them that we love and we care for them and their experiences;
- team work, to get involved in activities with focus on education for children, to control my emotions, and to share the information from this course;
- I have learned that it is important always to adapt and to work in a team;
- To be a team and to teach those around us to be more confident and take care of our personal development;
- The best I have learned is “patience”;
- The involvement of caregivers and their attention in educating the children is the most important thing, in addition to using a well-structured plan;
- The concept of redefinition helped me a lot and the way to build a relationship with the child based on the 3 dialogues. From the practical activity I have learned that the plan (the agenda) is not always in concordance with reality;

3. Was there anything that you feel should be improved? Give examples.

- Maybe, for a better understanding and assimilation of the themes, a few more meetings with the caregivers would be good;
- For me it is a challenge how to explain better some terms in order that all the information is well taken on by the caregivers;
- Yes, presentation of effects that this method can bring;
- It was a comprehensive course;
- All was just as good as possible;
- Maybe a few more energizing games!

4. How has facilitator training influenced your professional and personal life?

- Will be the basis for a quality improvement of my socio-humanitarian activity;
- Through making me aware of the 3 dialog methods of interaction and through comprehending the fundamental concepts;
- Gave me a new successful method that I can use in my professional life;
- I was helped to stop judging people, to tolerate them through understanding their actions;
- Positive, the methodology of ICDP builds the equilibrium in a person both internally and socially;
- I have become more patient and tolerant;
- In my future activities with caregivers;
- I have used the sensitisation principals from the very beginning in my personal and professional life;
- I am now a good friend of the "redefinition" term, and I've started using it;
- A good content for parenting groups that I have to organise;
- I am more patient with people and I try to change (cleanse?) my lenses (when communicating with others?);
- I am more confident and I got back my courage to communicate with others especially with children;
- I am more aware of my role in relationship with people around me;
- In my professional life I found more means to overcome my limits and in my personal life I have appreciated the concept of redefinition together with my family;
- Through improving my relationships - both personal and professional.
- It was an enriching experience, both in personal and in professional life. I have learned new concepts, but most of all I learned good structuring of programme

5. How would you like to practice ICDP in the future?

- personally in relating to other people;
- through transmitting the ICDP method to caregivers;
- thinking more often in the way of ICDP and doing all that I can to spread the method to more people;
- I will organise courses with the parents of Roma children;
- I wish to practice the method in my professional and family life, to be aware that not all compromises are bad;
- Teaching it to parents and children;
- I would like to teach the method to my work colleagues, and indeed to many other people that we identify and communicate with in our work;
- I would love to work with a group of young mothers;
- I will do more groups, most probably with Roma parents;
- I wish to organise ICDP courses with my colleagues;
- Organising groups of work with parents;

- With beneficiaries, with colleagues and with friends;
- In groups of parents and educators.
- In the work we will conduct parent groups with the ICDP programme. The manual and the method itself will be very useful.

- That having a positive view of people is essential when building good relationships.
- One of the most important things I have learned was how to be able to structure a parenting programme. I have also learned some new group facilitating techniques.

6. Any suggestions on how to follow you up as a facilitator? What would you need?

- I need time and willingness;
- I have all that is necessary;
- I need institutional and material support;
- Through promotion, and I would need people who are willing to learn;
- Availability and trust;
- I need more time to study and prepare the meetings;
- I will try to work with a new group involving another person as facilitator;
- Institutional support to organise this kind of courses;
- I am willing to establish an association and teach this course;
- Encouragements, supervision.
- With our profile of parents it is useful to use a lot of visual materials.

7. Any other comment you would like to share?

- It was just wonderful;
- Thank you for all your goodness and for all the respect showed towards the participants;
- Maybe an ICDP library would be good;
- Only appreciation!
- Just thanksgiving;
- Relaxing and instructive courses, congratulation!
- Both the trainers' and the group member's contributed greatly to the success of this course and I feel lucky to have had the opportunity to be part of this program;
- Thank you for sharing with us from your personal experiences and for helping me to overtake my limits.
- Thank you very much for all the know-how and for the pleasant way of passing it on!

