

GOALS

RESOURCES

OPPORTUNITIES

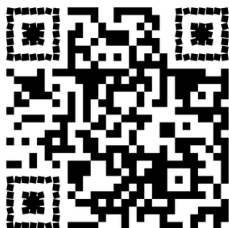
WONDERS

PILOT ACTIONS

Report

## **G.R.O.W. – Goals, Resources, Opportunities, Wonders**

A methodological toolkit to enhance the expertise of youth workers and youth camp leaders.



### **Learn more about the project:**

Scan the QR code to access additional resources and updates.

**This publication was developed by the GROW project team,** a collaboration between Roter Baum Berlin (Germany), Curba de Cultură (Romania), Strauss APS (Italy), and Društvo Lojtra (Slovenia).

### **Co-funded by the European Union.**

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**Project Number:** 2023-1-DE04-KA220-YOU-000160243

**Date of Publication:** September 2025



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# **G.R.O.W.**

## **Goals, Resources, Opportunities, Wonders**

**A methodological toolkit to enhance the expertise of youth workers and youth camp leaders**



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# 01

## PILOT ACTIONS

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# PILOT ACTIONS

## A Journey Through Testing and Co-Creation

Between May and August 2025, the GROW Toolkit – Goals, Resources, Opportunities, Wonders – was not just studied on paper: it was lived, tested, and shaped in real environments across Italy and Germany.

These Pilot Actions brought together camp leaders, educators, volunteers, and young participants in an authentic co-creation process. What emerged was more than feedback — it was a shared journey towards a practical and inspiring final resource.

### Italy – Mussomeli, Sicily

**Date:** 7 August 2025

**Participants:** 25 camp leaders & facilitators (ages 16–54) and 100 children in a 3-week residential camp

Mussomeli, with its sunlit hills and close-knit community, became the perfect stage for testing the GROW Toolkit in a dynamic, real-life setting.

The pilot unfolded in **two distinct phases**:

#### Preparation phase

Over several days, camp leaders and facilitators gathered for in-depth training. They explored the Goals section, discussing the ethics of leadership, responsibilities, and ways to encourage participation. In the Resources section, they worked with checklists, safety protocols, and planning guides, simulating real camp scenarios. Elements from the Opportunities chapter — non-formal education and experiential learning — were brought to life through role-play and group planning sessions.

#### Field phase

For three weeks, 100 children participated in a residential camp where the toolkit's strategies were applied in real time. Leaders used planning templates to structure activities, tested conflict resolution techniques on the fly, and integrated reflection tools into evening debrief circles

**The atmosphere** was vibrant: mornings began with outdoor activities planned using the toolkit's templates, afternoons were filled with creative workshops, and evenings ended with group reflections. Leaders reported that the structure gave them confidence, while the flexibility allowed for spontaneous adjustments — a crucial balance in youth work.

## Germany – Prieros, Brandenburg

**Date:** 16–18 May 2025

**Participants:** Camp leaders selected for Roter Baum Berlin’s summer camps.

Prieros offered a different kind of testing environment: a secluded youth camp surrounded by forests and lakes, mirroring the summer settings where the toolkit would soon be applied. The three-day program was **immersive and comprehensive**. All four modules — Goals, Resources, Opportunities, Wonders — were tested through a **rotational workshop format**.

1

### **Goals workshop:**

Camp leaders learned to define clear, measurable objectives for youth activities.

2

### **Resources workshop:**

The Resources module was hands-on, with teams practicing activity planning and identifying both physical and human resources.

3

### **Opportunities workshop:**

The Opportunities session focused on creating meaningful, youth-led learning experiences.

4

### **Wonders workshop:**

Finally, Wonders inspired leaders to think creatively and integrate reflective practices into camp life.

**The feedback** was enthusiastic: participants found the balance of theory and practice stimulating, with each session reinforcing the others. The collaborative nature of the testing meant ideas flowed freely — from adding more visual aids to streamlining certain theoretical sections.

## Germany – Berlin, Zentrale

**Date:** 28 May 2025

**Participants:** Educators and volunteers preparing for summer youth programmes.

This session in Berlin’s Roter Baum headquarters was **smaller and more focused**.

Unlike the outdoor pilots, this was about simulating **planning environments** rather than live camp settings. Participants worked indoors, role-playing as facilitators and campers, brainstorming solutions, and testing reflective tools.

The format allowed for detailed discussion about **how adaptable the toolkit is** for different youth contexts. The verdict was clear: the GROW methodology is flexible and accessible, but can be strengthened by adding pre-filled examples and compact, mobile-friendly resources.

## Voices from the field

This section brings together **voices from the field** - honest, heartfelt reflections from camp leaders and participants. These testimonials show the real impact of summer camps: moments of connection, personal growth, cultural discovery, and pure joy. **Each story is a small piece of the bigger picture of what makes these experiences unforgettable.**

### ● Camp Leaders

**Camp leader**  
(Mussomeli)

*"The toolkit gave me confidence from day one. It's like having a safety net, but one that still lets you try new things."*

**Camp leader**  
(Berlin)

*"I appreciated how easy it was to adapt the methods to my group. Even when the plan changed, the tools helped keep us on track."*

**Camp leader**  
(Berlin)

*"The reflection activities became the best part of our evenings. They made the kids open up and share things we didn't expect."*

**Camp leader**  
(Mussomeli)

*"Having templates for the checklists ready to use saved us so much time."*



# 02

## MAIN OUTCOMES

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# FROM THE FIELD TESTING TO THE FINAL TOOLKIT

These pilots were more than a test — they were a collaborative design process. Every observation, suggestion, and even the challenges faced became part of the toolkit's evolution.

## Key refinements integrated into the final version:

- **Real-life applicability:** new examples, mini-scenarios, and case studies added to make theory tangible.
- **Streamlined structure:** concise summaries in main chapters, reduced overlap, and improved navigation.
- **Quick-reference tools:** colour-coded sections, icons, infographics.
- **Inclusivity focus:** additional guidance for working with diverse groups.

The result is a final GROW Toolkit that is clearer, more practical, and ready for action — equally at home in a youth camp deep in the countryside, a bustling city centre, or a small community workshop.

## A Shared Achievement

The Pilot Actions in Italy and Germany were not just about testing content. They were about building something together — a resource that reflects the creativity, needs, and lived experiences of the people who will use it.

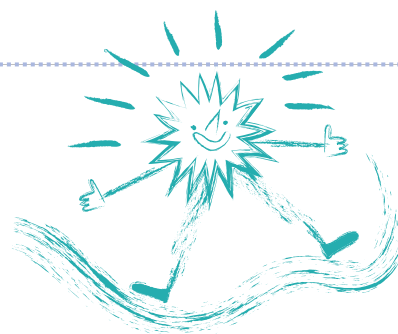


## Pilot Actions – Technical Overview

### At a glance

Alongside the narrative of the Pilot Actions, this quick technical overview summarises the key facts, formats, and outcomes of the testing process. It offers a concise snapshot of where, when, and how the GROW Toolkit was put to the test — and how those results shaped the final version now in use.

ELEMENT	DETAILS
Work Package	WP3 – Activity: Pilot Actions
Countries Involved	Italy, Germany
Pilot Locations	Mussomeli (Italy), Prieros (Germany), Berlin – Zentrale (Germany)
Total Participants	100 camp leaders
Target Groups	Camp leaders, youth educators, volunteers
Toolkit Modules Tested	All four modules – Goals, Resources, Opportunities, Wonders
Testing Formats	Outdoor residential camps, indoor planning sessions, rotational workshops, role-play, scenario-based activities
Feedback Collection Methods	Guided debriefs, observation notes, feedback forms, group discussions
Integration into Final Toolkit	New practical examples, streamlined chapters, icons & infographics



## ●) Key Satisfaction Results (31/07/2025 – Target: 75%)

Overall satisfaction – clarity, usability, structure	80% / 75%
Practical implementation – ease of use in activities	91% / 75%
Perceived usefulness – educators, volunteers, leaders	84% / 75%

## ●) Extended User Feedback

### Overall Evaluation (1–5 scale)

- Usefulness: 4.21
- General impression: 4.00
- Language clarity: ~4.4
- Confidence in role: ~4.5
- Overall satisfaction: 4.00

→ Toolkit seen as useful, clear, and reassuring.

### Most Useful Chapters

1. Resources – checklists, handouts, operational tools
2. Opportunities – activity ideas, non-formal learning
3. Wonders – reflection and creativity
4. Goals – structuring objectives

### Learnings reported

- Increased role confidence.
- Reflection on leadership approach.
- Improved youth engagement strategies.
- Recognition of the value of reflection activities.

### Future Use & Endorsement

- 90%+ plan to use the toolkit again
- 100% would recommend it to others
- Increased confidence, stronger reflection on leadership, improved youth engagement strategies

### From Pilot Actions to the Final Toolkit

Based on user feedback, the final Toolkit now includes:

- Condensed, non-repetitive content
- Quick-start summaries and colour-coded navigation
- Extra practical examples and case studies
- Digital & mobile-friendly version with editable templates

## ● Conclusion and future outlook

The Pilot Actions carried out in Italy and Germany have demonstrated that the **GROW Toolkit** is a highly effective, adaptable, and relevant resource for youth work across diverse contexts.

With satisfaction levels **well above the project target** in all measured indicators – and unanimous willingness to recommend it – the toolkit has proven its capacity to support both preparation and on-the-ground implementation.

The testing phase allowed the project team to:

- Validate the **clarity, usability, and completeness** of the methodology.
- Confirm its **practical applicability** in real-life camp settings.
- Gather targeted, constructive feedback that was directly **integrated into the final version**.

The result is a **finalised toolkit** that is more concise, visually accessible, and rich in practical tools – including quick-start summaries, case studies, and printable field cards.

## ● Future Development – Follow-up Plan

Building on this success, the partnership has identified a strategic follow-up to further increase the toolkit's accessibility and impact:

- **Digital & mobile-friendly version with editable templates** – allowing youth workers, camp leaders, and educators to access and customise tools in real time, even in low-connectivity environments.
- This version will provide:
  - **Clickable navigation** for fast access to each section.
  - **Editable activity and planning templates** for direct use in the field.
  - Offline accessibility to ensure usability during camps and outdoor activities.

By integrating these technological improvements, the GROW Toolkit will evolve from a comprehensive manual format into a **fully interactive, portable, and adaptable resource**, ready to respond to the evolving needs.

**In summary:** The GROW Toolkit has already achieved its initial objectives, providing a robust, engaging, and user-approved methodology.

The planned follow-up will extend its reach, usability, and long-term relevance, ensuring that the toolkit remains a **living resource** that grows alongside the communities and young people it serves.



## CREDITS

The realisation of the **GROW Toolkit – Goals, Resources, Opportunities, Wonders** was made possible thanks to the commitment, expertise, and collaboration of numerous individuals and organisations involved in all stages of the project – from conceptualisation to pilot testing and final publication. We gratefully acknowledge their valuable contributions across the following key areas:

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Year of publication and Copyright

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Co-funded by  
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This project was made in partnership with:

